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ABSTRACT

This study reports on salary schedules in effect at institutions of higher education that grant the 4-year bachelor's degree or higher degrees. The information given here is derived from the salary schedules supplied by the institutions. The first section of this report contains an overview of the characteristics of the salary schedules in 172 public and 293 nonpublic 4-year institutions, followed by detailed reviews of scheduled minimum and maximum salaries, and the increment structure. The next section lists the scheduled minimum and maximum salaries and number of increments by rank, for each institution that did not withhold permission for these data to be published. The salary schedules of 7 institutions are reproduced in the final section as examples of statements of salary policies. (Author/HS)

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Faculty Salary Schedules in Colleges and Universities, 1971-72

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Research Report 1972-R10: *FACULTY SALARY SCHEDULES IN COLLEGES AND UNIVERSITIES, 1971-72*

Project Director: WILLIAM S. GRAYBEAL

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FOREWORD

THIS IS THE FIFTH STUDY of salary schedule documents used by institutions of higher education granting the bachelor's or higher degree. It was conducted in response to the growing need for comparative salary schedule data and the increased use of them in improving faculty salaries in American institutions of higher education.

Like its predecessors in this series, this report describes the minimum and maximum salaries and increments, and includes a listing of colleges and universities with their scheduled minimum and maximum salaries, and provides examples of schedules for illustrative purposes. The salary schedules analyzed in this report vary widely in format, content, and precision. Therefore, readers should note the limitations described and take them into consideration when making interpretations.

NEA Research expresses appreciation to the staff and faculty of the colleges and universities who provided the basic data and to the seven institutions that gave permission to reproduce their schedules and policies.

This report was prepared by William S. Graybeal, Assistant Director, with the assistance of the supporting units of NEA Research.

GLEN ROBINSON, Director
NEA Research

INTRODUCTION

THIS STUDY is the fifth in a series of reports on salary schedules in effect at institutions of higher education which grant the four-year bachelor's or higher degree. (Salary schedules of 2-year institutions are reported in a separate study.[1]) The information given here is derived from the salary schedules supplied by the 4-year institutions in connection with the 1971-72 survey, *Salaries Paid and Salary-Related Practices in Higher Education, 1971-72.*

[1] National Education Association, Research Division. *Faculty Salary Schedules in Community-Junior Colleges, 1971-72.* Research Report 1972-R9. Washington, D.C.: the Association, 1972. 67 p. Stock No. 435-25508.

The first section of this report contains an overview of the characteristics of the salary schedules in 172 public and 293 nonpublic 4-year institutions, followed by detailed reviews of scheduled minimum and maximum salaries, and the increment structure. The next section lists the scheduled minimum and maximum salaries and number of increments by rank, for each institution that did not withhold permission for these data to be published. The salary schedules of seven institutions are reproduced in the final section as examples of statements of salary policies. These examples supplement those included in earlier editions of this study.

The salary schedules in this summary are grouped in two ways: (a) by the control and size

TABLE 1.—INSTITUTIONS AND FACULTY COVERED BY SALARY SCHEDULES REVIEWED IN THIS REPORT

Stratum	Type and enrollment of institution	Institutions		Percent of all institutions[a]	Faculty		Percent of all faculty[a]
		Number	Percent		Number	Percent	
1	2	3	4	5	6	7	8
	PUBLIC INSTITUTIONS						
	Public universities	96	55.8	34.5	55,942	80.8	33.0
I.	Universities, 10,000 or more enrolled	40	23.3	40.0	37,981	54.8	33.5
II.	Universities 5,000 to 9,999 enrolled	29	16.9	33.3	11,119	16.0	29.6
III.	Universities, fewer than 5,000 enrolled	27	15.7	29.6	6,842	9.9	36.6
VI.	State colleges (and other public colleges)	76	44.2	32.3	13,336	19.2	29.7
	Total public	172	100.0	33.5	69,278	100.0	32.3
	NONPUBLIC INSTITUTIONS						
	Nonpublic universities	20	6.8	13.5	4,433	20.7	9.9
IV.	Universities, 5,000 or more enrolled	3	1.0	5.5	1,383	6.5	5.0
V.	Universities, fewer than 5,000 enrolled	17	5.8	18.3	3,050	14.2	17.6
	Nonpublic colleges	273	93.2	25.3	16,974	79.3	29.0
VII.	Colleges, 1,000 or more enrolled	103	35.2	30.3	10,441	48.8	32.1
VIII.	Colleges, 500 to 999 enrolled	99	33.8	28.9	4,808	22.5	27.6
IX.	Colleges, fewer than 500 enrolled	71	24.2	17.8	1,725	8.1	20.0
	Total nonpublic	293	100.0	23.8	21,407	100.0	20.7
	TOTAL	465	...	26.7	90,685	...	28.5

[a] Population estimates are based on information in Table 1 of NEA Research Report 1972-R5, *Salaries Paid and Salary-Related Practices in Higher Education, 1971-72.*

within type groupings used in the 1971-72 biennial salary survey and (b) by major type within control groupings with public institutions further divided on the basis of the source of the salary schedule (state-wide versus institutionally established schedules).

The quantitative tables on levels of minimum and maximum scheduled salaries group the institutions by the classifications used in *Salaries Paid and Salary-Related Practices in Higher Education, 1971-72.* This stratification is shown in Table 1 together with the percentages of institutions reporting the use of salary schedules and the number and percentages of faculty covered by salary schedules. Universities are defined as complex institutions with three or more graduate schools.

The summaries of salary schedule provisions other than the levels of minimum and maximum salaries involve the 172 public and 293 nonpublic institutions grouped as follows:

Public Institutions

State-wide systems—colleges and universities whose salary schedules are established on a state-wide basis (these are largely institutions in Stratum VI, but some institutions in Strata I-III are included).[2]

Universities—all public universities which are not part of a state-wide system having a single salary schedule for all public institutions in the state (institutions in Strata I-III).

State colleges—all public colleges which are not part of a state-wide system having a single salary schedule for all public colleges in the state (non-state-wide institutions in Stratum VI).

Nonpublic Institutions

Universities—institutions in Strata IV and V.

Colleges—institutions in Strata VII-IX.

Table 1 provides a distribution of salary schedules by the control, type, and size of institution and the number of faculty covered. Both public and nonpublic institutions with large enrollments contain a proportionately larger number of faculty members than do the smaller institutions. Thus, among public institutions with schedules more than half of the faculty are in Stratum I which has only one-fourth of the salary schedules. Conversely, almost 3 in 5 small nonpublic institution schedules (Strata VIII and IX) affect only 3 in 10 of the total number of faculty members in nonpublic institutions covered by salary schedules.

Also, information in column 5 of Table 1 shows that salary schedules summarized in this report represent approximately one-third of all public institutions and almost one-fourth of the nonpublic institutions. Salary schedules are equally prevalent among public institutions of each subgrouping but among the nonpublic institutions the schedules represent a higher proportion of colleges enrolling 500 or more than among the smaller colleges and among the universities.

Information in column 8 shows that the salary schedules apply to about 3 in 10 faculty in 4-year institutions—almost one-third of faculty in public and about one-fifth of faculty in the nonpublic institutions. In the public institutions the proportions of faculty covered by scheduled salaries are smaller than the proportion of institutions having a salary schedule in each subgroup except in the small universities. As a whole, the proportion of all faculty employed in public institutions who are in the institutions having a salary schedule is approximately equal to the proportion of all public institutions reporting the use of a salary schedule.

In the nonpublic institutions the use of a salary schedule may be reported more widely among the small than among the large universities because the proportion of faculty covered by salary schedules is smaller than the proportion of institutions having a salary schedule. The reverse pattern is observed in the largest and smallest subgroups of nonpublic colleges where the percents of faculty covered by salary schedules are slightly larger than the percents of institutions having salary schedules.

When the public institution schedules are regrouped for the analysis of scheduled salaries, the summary shows that salaries scheduled on a state-wide basis affect about one-half the faculty employed in public institutions with scheduled salaries.

Institution grouping	Institutions		Faculty	
	Number	Percent	Number	Percent
Universities	37	21.5	27,353	39.5
State colleges	38	22.1	7,002	10.1
Institutions in state systems	97	56.4	34,923	50.4
TOTAL	172	100.0	69,278	100.0

The summary below and Table 2 show that about one-third of the salary schedules are from

[2]The following states have a state-wide salary schedule: California, Connecticut, Louisiana, Maryland, Massachusetts, New Jersey, Oregon, Pennsylvania, Tennessee, and Vermont.

TABLE 2.--DISTRIBUTION OF PUBLIC AND NON-PUBLIC UNIVERSITIES AND COLLEGES, BY CONTROL, SIZE OF ENROLLMENT AND GEOGRAPHIC REGION, 1971-72

GEOGRAPHIC REGION[1]	PUBLIC UNIVERSITIES 10,000 OR MORE	PUBLIC UNIVERSITIES 5,000-9,999	PUBLIC UNIVERSITIES LESS THAN 5,000	PUBLIC COLLEGES	NON-PUBLIC UNIVERSITIES 5,000 OR MORE	NON-PUBLIC UNIVERSITIES LESS THAN 5,000	NON-PUBLIC COLLEGES 1,000 OR MORE	NON-PUBLIC COLLEGES 500-999	NON-PUBLIC COLLEGES LESS THAN 500	TOTAL
I	2	3	4	5	6	7	8	9	10	11
NORTHEAST	8	9	9	39	3	10	38	25	18	159
SOUTHEAST	4	9	8	20	0	2	21	24	8	96
MIDDLE	5	0	2	4	0	2	30	35	32	110
WEST	23	11	8	13	0	3	14	15	13	100
TOTAL	40	29	27	76	3	17	103	99	71	465

[1]NORTHEAST: Connecticut, Delaware, District of Columbia, Maine, Maryland, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont. SOUTHEAST: Alabama, Arkansas, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, South Carolina, Tennessee, Virginia, West Virginia. MIDDLE: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, Wisconsin. WEST: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oklahoma, Oregon, Texas, Utah, Washington, Wyoming.

New England: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont. *Mideast:* Delaware, District of Columbia, Maryland, New Jersey, New York, Pennsylvania. *Southeast:* Alabama, Arkansas, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, South Carolina, Tennessee, Virginia, West Virginia. *Great Lakes:* Illinois, Indiana, Michigan, Ohio, Wisconsin. *Plains:* Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, South Dakota. *Southwest:* Arizona, New Mexico, Oklahoma, Texas. *Rocky Mountain:* Colorado, Idaho, Montana, Utah, Wyoming. *Far West:* Alaska, California, Hawaii, Nevada, Oregon, Washington.

the Northeast, one-fourth are from the Middle states, and the remaining two regions each contain about one-fifth of the schedules. Also, the schedules from public colleges and from nonpublic universities tend to be from the Northeast; about two-fifths of the schedules from public universities are from the West, and about one-fourth are from the Northeast; and about three-fifths of the schedules from nonpublic colleges are equally divided between the Northeast and the Middle states and the remaining two-fifths, are about equally divided between the Southeast and the West.

The unit of information in this report is the *institution* rather than the *individual faculty member.* Thus, when information is interpreted to apply to faculty personnel, it should be weighted toward conditions in the large institutions.

Region	Public universities	Public colleges	Nonpublic universities	Nonpublic colleges
	I-III	VI	IV-V	VII-IX
Northeast	27.1	51.3	65.0	29.7
Southeast	21.9	26.3	10.0	19.4
Middle	7.3	5.3	10.0	35.5
West	43.7	17.1	15.0	15.4
TOTAL	100.0	100.0	100.0	100.0
Number of institutions	96	76	20	273

MINIMUM AND MAXIMUM SCHEDULED SALARIES

THE FOLLOWING subsections review institutional data by control of the institution and size of enrollment. In addition to reporting scheduled salaries in 1971-72, the summaries show trends in scheduled salaries and selected characteristics of the structure of scheduled minimum and maximum salaries in 1971-72.

Public Institutions

Summaries of the minimum and maximum salaries scheduled for each faculty rank in public institutions are shown in Tables 3 and 4. At most levels of faculty rank the mean of the scheduled *minimum* salaries is highest in the largest universities followed by smallest universities and the public colleges, and lowest in public universities enrolling 5,000 to 9,999 students. Differences in the mean of scheduled minimum salaries range among institutions grouped by size from $1,608 for professors to $286 for instructors.

The salary schedules which provide separate salary strata within faculty ranks for faculty having different levels of academic preparation are included with the scheduled minimum salary reported being the salary listed for the lowest recognized level of academic preparation. With a few exceptions, the scheduled maximum salary used in these tables is the maximum provided for the highest level of academic preparation listed for a given rank. In these exceptions use is made of the scheduled highest salary for the rank even though it is listed for a level of preparation which is lower than the top level of preparation recognized for the rank.

The highest mean of scheduled *maximum* salaries in public institutions is in the largest universities for each rank. Differences in the mean of scheduled salaries among the groups of public institutions are greater for scheduled maximum salaries than for scheduled minimum salaries. These differences range from $3,887 for professors down to $517 for instructors.

The relationship of the 1971-72 scheduled minimum and maximum salaries at each rank to the scheduled minimum salary for instructors was estimated through use of mean scheduled salaries. The highest and lowest ratios of the mean scheduled salaries in institutions grouped by type and the ratios for the total group of institutions are shown below.

Faculty rank	Ratio of mean scheduled salary to mean scheduled minimum salary for instructors: Highest	Lowest	Total institutions
SCHEDULED MINIMUM SALARIES			
Professor	1.823	1.686	1.748
Associate professor	1.472	1.410	1.438
Assistant professor	1.208	1.173	1.182
Instructor	1.000	1.000	1.000
SCHEDULED MAXIMUM SALARIES			
Professor	2.889	2.503	2.614
Associate professor	2.713	2.060	2.107
Assistant professor	1.779	1.709	1.737
Instructor	1.419	1.380	1.394

Nonpublic Institutions

Summaries of the scheduled minimum and maximum salaries in nonpublic institutions granting 4-year and higher degrees are provided in Tables 5 and 6. The levels of the mean scheduled minimum salaries are highest in the colleges which enroll 1,000 or more students and are lowest in colleges enrolling 500 to 999 students. The mean scheduled maximum salaries tend to be related positively to institution size.

The relationship of the 1971-72 minimum and maximum scheduled salaries at each of the four ranks to the scheduled minimum salary for instructors was estimated through use of mean scheduled salaries in each group of institutions and for the total number of nonpublic institutions. The highest and lowest ratios for institutions grouped by type and the ratios for the total group of institutions are shown below.

Faculty rank	Ratio of mean scheduled salary to mean scheduled minimum salary for instructors: Highest	Lowest	Total institutions
MINIMUM SALARIES			
Professor	1.756	1.591	1.653
Associate professor	1.476	1.342	1.391
Assistant professor	1.213	1.139	1.171
Instructor	1.000	1.000	1.000
MAXIMUM SALARIES			
Professor	2.733	2.133	2.329
Associate professor	2.187	1.806	1.905
Assistant professor	1.815	1.536	1.611
Instructor	1.434	1.265	1.314

Figure I shows the ranges and distributions of the scheduled minimum and maximum salaries for each rank in public and nonpublic institutions. In the public institutions the ranges are generally wider and the levels of scheduled salaries tend to be higher than in the nonpublic.

Percent of Increase

Table 7 shows the growth in mean scheduled salaries for each rank in public and nonpublic institutions between 1965-66 and 1971-72. (The first period shown, 1965-66 to 1967-68, reflects a two-year change.) The percentages of increases in the means of both scheduled minimum and maximum salaries in public institutions were highest in 1969-70, except for the slightly higher increase in minimum salaries of professors in 1967-68 (on the assumption that the annual increases between 1965-66 and 1967-68 were about half of the total percentage increase). The percentage increases shown for 1971-72 are lower than those of the preceding year at all ranks.

In nonpublic institutions the largest percentage increase occurred in 1968-69. The percentages of increases in 1971-72 are lower than those of 1970-71 with two exceptions. The percentages of increase in the means of scheduled minimum and maximum salaries for professors are lower in 1970-71 than in 1971-72.

Figure II shows the growth in the means of scheduled salaries for each rank in each type of institution, between 1970-71 and 1971-72 among all institutions reporting each year (based on data in Table 7).

The mean scheduled minimum and maximum salaries and the percentages of increases in 141 *public* institutions reporting from both 1970-71 and 1971-72 are summarized below:

Faculty rank	Mean scheduled salary, 1971-72	Percent increase over 1970-71
MINIMUM SALARIES		
Professor	$14,205	2.5
Associate professor	11,690	2.6
Assistant professor	9,631	3.0
Instructor	8,177	3.2
MAXIMUM SALARIES		
Professor	$21,076	2.3
Associate professor	17,203	2.5
Assistant professor	14,195	2.9
Instructor	11,554	3.0

The mean scheduled salaries and the percentages of increases from 1970-71 to 1971-72 in 203 *nonpublic* institutions reporting both years are as follows:

Faculty rank	Mean scheduled salary, 1971-72	Percent increase over 1970-71
MINIMUM SALARIES		
Professor	$11,811	3.2
Associate professor	9,938	3.4
Assistant professor	8,376	3.2
Instructor	7,160	3.5
MAXIMUM SALARIES		
Professor	16,741	3.4
Associate professor	13,682	4.1
Assistant professor	11,604	4.6
Instructor	9,478	4.6

Among institutions reporting both years, the percentages of increases of mean scheduled salaries in nonpublic institutions are somewhat larger than for public institutions.

TABLE 3.--SCHEDULED MINIMUM SALARIES OF PUBLIC FOUR-YEAR OR HIGHER DEGREE-GRANTING INSTITUTIONS, BY ENROLLMENT SIZE AND FACULTY RANK, 1971-72

RANK AND ITEM	PUBLIC UNIVERSITIES			PUBLIC COLLEGES	TOTAL
	10,000 OR MORE	5,000 TO 9,999	LESS THAN 5,000		
1	2	3	4	5	6
PROFESSOR					
NUMBER OF INSTITUTIONS	40	29	27	76	172
NUMBER OF FACULTY, ALL RANKS	37,981	11,119	6,842	13,336	69,278
SCHEDULED SALARIES					
HIGHEST	22,500	22,500	22,500	22,500	22,500
QUARTILE 3	16,100	15,036	16,100	14,900	15,036
MEDIAN	15,036	14,246	14,360	13,936	14,169
QUARTILE 1	13,230	10,000	10,000	12,900	12,537
LOWEST	8,000	7,800	8,400	9,960	7,800
MEAN	14,998	13,390	14,125	14,118	14,201
ASSOCIATE PROFESSOR					
NUMBER OF INSTITUTIONS	40	29	27	76	172
NUMBER OF FACULTY, ALL RANKS	37,981	11,119	6,842	13,336	69,278
SCHEDULED SALARIES					
HIGHEST	17,830	17,830	18,737	17,830	18,737
QUARTILE 3	12,727	11,808	13,100	11,808	12,600
MEDIAN	11,808	11,505	11,800	11,461	11,500
QUARTILE 1	11,196	9,000	9,182	10,500	10,575
LOWEST	7,000	7,650	7,800	8,550	7,000
MEAN	12,108	11,197	11,820	11,597	11,684
ASSISTANT PROFESSOR					
NUMBER OF INSTITUTIONS	40	29	27	76	172
NUMBER OF FACULTY, ALL RANKS	37,981	11,119	6,842	13,336	69,278
SCHEDULED SALARIES					
HIGHEST	14,830	14,830	15,866	14,830	15,866
QUARTILE 3	9,800	9,720	10,200	9,720	9,900
MEDIAN	9,324	9,324	9,720	9,324	9,324
QUARTILE 1	9,000	8,000	8,000	8,700	8,700
LOWEST	6,000	7,500	7,500	7,500	6,000
MEAN	9,748	9,332	9,804	9,552	9,600
INSTRUCTOR					
NUMBER OF INSTITUTIONS	40	29	27	75	171
NUMBER OF FACULTY, ALL RANKS	37,981	11,119	6,842	13,321	69,263
SCHEDULED SALARIES					
HIGHEST	12,700	12,700	13,309	12,700	13,309
QUARTILE 3	8,460	8,460	8,800	8,506	8,525
MEDIAN	8,230	8,000	8,000	7,956	8,000
QUARTILE 1	7,250	6,500	6,575	7,372	7,246
LOWEST	5,000	6,200	6,200	6,000	5,000
MEAN	8,227	7,941	8,113	8,144	8,124

TABLE 4.--SCHEDULED MAXIMUM SALARIES OF PUBLIC FOUR-YEAR OR HIGHER DEGREE-GRANTING INSTITUTIONS, BY ENROLLMENT SIZE AND FACULTY RANK, 1971-72

RANK AND ITEM	PUBLIC UNIVERSITIES			PUBLIC COLLEGES	TOTAL
	10,000 OR MORE	5,000 TO 9,999	LESS THAN 5,000		
1	2	3	4	5	6
PROFESSOR					
NUMBER OF INSTITUTIONS	34	27	27	75	163
NUMBER OF FACULTY, ALL RANKS	33,388	10,331	6,842	13,191	63,752
SCHEDULED SALARIES					
HIGHEST	32,759	31,275	32,767	31,275	32,767
QUARTILE 3	27,550	19,770	23,806	22,979	24,216
MEDIAN	22,068	19,224	19,500	19,224	19,500
QUARTILE 1	19,224	18,340	18,340	18,000	18,340
LOWEST	18,900	16,236	17,100	14,250	14,250
MEAN	23,764	19,877	21,316	20,555	21,238
ASSOCIATE PROFESSOR					
NUMBER OF INSTITUTIONS	40	29	27	76	172
NUMBER OF FACULTY, ALL RANKS	37,981	11,119	6,842	13,336	69,278
SCHEDULED SALARIES					
HIGHEST	26,500	25,500	28,548	26,500	28,548
QUARTILE 3	18,150	16,933	17,800	19,255	17,800
MEDIAN	17,167	16,065	16,500	16,000	16,400
QUARTILE 1	15,036	15,047	15,080	15,000	15,036
LOWEST	13,140	14,715	14,580	13,300	13,140
MEAN	17,875	16,356	17,215	16,980	17,120
ASSISTANT PROFESSOR					
NUMBER OF INSTITUTIONS	40	29	27	76	172
NUMBER OF FACULTY, ALL RANKS	37,981	11,119	6,842	13,336	69,278
SCHEDULED SALARIES					
HIGHEST	20,830	20,830	24,362	20,830	24,362
QUARTILE 3	15,311	14,700	15,200	15,000	15,194
MEDIAN	14,110	13,826	13,800	13,110	13,800
QUARTILE 1	11,904	12,400	12,400	12,400	12,400
LOWEST	11,400	10,000	11,800	10,900	10,000
MEAN	14,522	13,748	14,430	13,915	14,109
INSTRUCTOR					
NUMBER OF INSTITUTIONS	40	29	27	75	171
NUMBER OF FACULTY, ALL RANKS	37,981	11,119	6,842	13,321	69,263
SCHEDULED SALARIES					
HIGHEST	17,150	17,150	20,627	17,150	20,627
QUARTILE 3	12,600	11,756	11,564	12,537	12,387
MEDIAN	10,900	10,800	10,500	10,700	10,800
QUARTILE 1	10,800	10,200	9,675	10,000	10,075
LOWEST	8,800	8,500	8,800	8,400	8,400
MEAN	11,678	11,161	11,195	11,252	11,327

TABLE 5.--SCHEDULED MINIMUM SALARIES FOR FACULTY IN NONPUBLIC FOUR-YEAR OR HIGHER DEGREE GRANTING INSTITUTIONS, BY TYPE, 1971-72

FACULTY RANK AND ITEM	NONPUBLIC UNIVERSITIES 5,000 OR MORE	NONPUBLIC UNIVERSITIES LESS THAN 5,000	NONPUBLIC COLLEGES 1,000 OR MORE	NONPUBLIC COLLEGES 500 TO 999	NONPUBLIC COLLEGES LESS THAN 500	TOTAL
1	2	3	4	5	6	7
PROFESSOR						
NUMBER OF INSTITUTIONS	3	17	103	98	71	292
NUMBER OF FACULTY, ALL RANKS	1,383	3,050	10,441	4,793	1,725	21,392
SCHEDULED SALARIES						
HIGHEST	0	16,000	18,000	17,500	18,000	18,000
QUARTILE 3	0	13,923	14,000	12,700	12,500	13,200
MEDIAN	0	12,125	12,600	11,000	11,000	12,000
QUARTILE 1	0	11,125	11,075	10,000	10,000	10,500
LOWEST	0	8,460	8,000	6,880	6,400	6,400
MEAN	0	12,446	12,709	11,207	11,563	11,919
ASSOCIATE PROFESSOR						
NUMBER OF INSTITUTIONS	3	17	103	99	71	293
NUMBER OF FACULTY, ALL RANKS	1,383	3,050	10,441	4,808	1,725	21,407
SCHEDULED SALARIES						
HIGHEST	0	13,250	14,500	13,200	15,000	15,000
QUARTILE 3	0	11,235	11,500	10,100	10,775	11,000
MEDIAN	0	10,300	10,600	9,450	9,550	10,000
QUARTILE 1	0	9,625	9,650	8,475	8,907	9,000
LOWEST	0	7,380	7,400	6,544	5,900	5,900
MEAN	0	10,464	10,564	9,452	9,915	10,028
ASSISTANT PROFESSOR						
NUMBER OF INSTITUTIONS	3	17	103	99	71	293
NUMBER OF FACULTY, ALL RANKS	1,383	3,050	10,441	4,808	1,725	21,407
SCHEDULED SALARIES						
HIGHEST	0	10,400	12,500	10,550	12,500	12,500
QUARTILE 3	0	9,000	9,500	8,712	9,200	9,000
MEDIAN	0	8,500	9,000	8,000	8,500	8,500
QUARTILE 1	0	8,050	8,000	7,487	7,500	7,567
LOWEST	0	5,310	6,500	4,550	5,400	4,550
MEAN	0	8,602	8,776	8,024	8,527	8,447
INSTRUCTOR						
NUMBER OF INSTITUTIONS	3	17	102	97	61	280
NUMBER OF FACULTY, ALL RANKS	1,383	3,050	10,359	4,710	1,597	21,099
SCHEDULED SALARIES						
HIGHEST	0	9,360	10,500	9,500	10,000	10,500
QUARTILE 3	0	7,500	8,000	7,500	7,545	7,890
MEDIAN	0	7,000	7,500	7,000	7,000	7,100
QUARTILE 1	0	6,125	7,000	6,500	6,500	6,525
LOWEST	0	4,500	5,150	4,908	4,800	4,500
MEAN	0	7,089	7,447	7,045	7,106	7,211

TABLE 6.--SCHEDULED MAXIMUM SALARIES FOR FACULTY IN NONPUBLIC FOUR-YEAR OR HIGHER DEGREE GRANTING INSTITUTIONS, BY TYPE, 1971-72

FACULTY RANK AND ITEM	NONPUBLIC UNIVERSITIES		NONPUBLIC COLLEGES			TOTAL
	5,000 OR MORE	LESS THAN 5,000	1,000 OR MORE	500 TO 999	LESS THAN 500	
1	2	3	4	5	6	7
PROFESSOR						
NUMBER OF INSTITUTIONS	3	15	91	78	68	255
NUMBER OF FACULTY, ALL RANKS .	1,383	2,700	9,016	3,820	1,627	18,546
SCHEDULED SALARIES						
HIGHEST	0	32,000	32,767	27,000	26,000	32,767
QUARTILE 3	0	20,000	20,902	17,000	16,500	19,000
MEDIAN	0	19,353	18,241	15,600	15,000	16,000
QUARTILE 1	0	15,668	15,600	13,493	13,000	14,500
LOWEST	0	12,150	11,000	8,394	7,400	7,400
MEAN	0	19,373	18,473	15,511	15,159	16,798
ASSOCIATE PROFESSOR						
NUMBER OF INSTITUTIONS	3	16	103	98	71	291
NUMBER OF FACULTY, ALL RANKS .	1,383	2,936	10,441	4,781	1,725	21,266
SCHEDULED SALARIES						
HIGHEST	0	24,000	23,500	19,500	20,000	24,000
QUARTILE 3	0	16,200	16,025	14,000	13,876	15,000
MEDIAN	0	15,140	14,500	13,000	12,645	13,500
QUARTILE 1	0	13,500	13,500	11,585	11,450	12,245
LOWEST	0	11,025	9,990	7,750	6,900	6,900
MEAN	0	15,502	14,781	12,926	12,832	13,734
ASSISTANT PROFESSOR						
NUMBER OF INSTITUTIONS	3	17	103	99	71	293
NUMBER OF FACULTY, ALL RANKS .	1,383	3,050	10,441	4,808	1,725	21,407
SCHEDULED SALARIES						
HIGHEST	0	18,000	17,300	16,586	17,000	18,000
QUARTILE 3	0	13,879	13,106	12,000	12,000	12,795
MEDIAN	0	12,000	12,225	11,000	10,900	11,500
QUARTILE 1	0	11,500	11,387	9,987	9,475	10,342
LOWEST	0	9,680	9,000	6,800	6,400	6,400
MEAN	0	12,865	12,419	11,032	10,914	11,614
INSTRUCTOR						
NUMBER OF INSTITUTIONS	3	17	103	95	61	279
NUMBER OF FACULTY, ALL RANKS .	1,383	3,050	10,441	4,620	1,590	21,084
SCHEDULED SALARIES						
HIGHEST	0	14,000	14,200	12,700	14,000	14,200
QUARTILE 3	0	10,735	10,633	9,762	10,000	10,200
MEDIAN	0	10,000	9,850	9,000	9,000	9,500
QUARTILE 1	0	9,025	9,075	8,500	8,000	8,589
LOWEST	0	7,400	7,170	6,000	5,800	5,800
MEAN	0	10,168	9,927	9,167	8,990	9,478

TABLE 7.–MEAN SCHEDULED MINIMUM AND MAXIMUM SALARIES OF PUBLIC AND NONPUBLIC FOUR-YEAR OR HIGHER DEGREE GRANTING INSTITUTIONS, 1965-66 TO 1971-72

Type of scheduled salary and academic year	Professor				Associate professor				Assistant professor				Instructor			
	Public		Nonpublic		Public		Nonpublic		Public		Nonpublic		Public		Nonpublic	
	Mean salary	Percent increase	Mean salary	Percent increase	Mean salary	Percent increase	Mean salary	Percent increase	Mean salary	Percent increase	Mean salary	Percent increase	Mean salary	Percent increase	Mean salary	Percent increase
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
SCHEDULED MINIMUM SALARIES																
1965-66	$ 9,990	...	$ 9,137	...	$ 8,351	...	$ 7,721	...	$ 6,972	...	$ 6,603	...	$ 5,975	...	$5,616	...
1967-68	11,525	15.4	9,856	7.9	9,440	13.0	8,267	7.1	7,797	11.8	7,003	6.1	6,621	10.8	5,961	6.1
1968-69	12,099	5.0	10,487	6.4	9,950	5.4	8,787	6.3	8,180	4.9	7,406	5.8	6,871	3.8	6,316	6.0
1969-70	12,999	7.4	11,051	5.4	10,676	7.3	9,230	5.0	8,727	6.7	7,794	5.2	7,397	7.7	6,640	5.1
1970-71	13,783	6.0	11,465	3.7	11,299	5.8	9,658	4.6	9,273	6.3	8,184	5.0	7,854	6.2	6,958	4.8
1971-72	14,201	3.0	11,919	4.0	11,684	3.4	10,028	3.8	9,600	3.5	8,447	3.2	8,124	3.4	7,211	3.6
SCHEDULED MAXIMUM SALARIES																
1965-66	14,584	...	12,640	...	11,574	...	10,212	...	9,615	...	8,610	...	8,090	...	7,236	...
1967-68	16,221	11.2	13,491	6.7	13,405	15.8	10,973	7.5	11,137	15.8	9,252	7.5	9,248	14.3	7,678	6.1
1968-69	17,171	5.9	14,497	7.5	14,255	6.3	11,825	7.8	11,779	5.8	9,953	7.6	9,579	3.6	8,181	6.6
1969-70	19,015	10.7	15,365	6.0	15,653	9.8	12,439	5.2	12,815	8.8	10,520	5.7	10,407	8.6	8,586	5.0
1970-71	20,426	7.4	16,036	4.4	16,678	6.5	13,089	5.2	13,733	7.2	11,092	5.4	11,154	7.2	9,062	5.5
1971-72	21,238	4.0	16,798	4.8	17,120	2.7	13,734	4.9	14,109	2.7	11,614	4.7	11,327	1.6	9,478	4.6

NOTE: The numbers of institutions reporting by year are as follows: 1965-66–194 public, 274 nonpublic; 1967-68–164 public, 233 nonpublic; 1968-69–155 public, 385 nonpublic; 1969-70–168 public, 317 nonpublic; 1970-71–152 public, 261 nonpublic; 1971-72–172 public, 293 nonpublic.

FIGURE I

MEDIAN SCHEDULED MINIMUN AND MAXIMUM SALARIES IN PUBLIC AND NONPUBLIC COLLEGES AND UNIVERSITIES, 1971-72

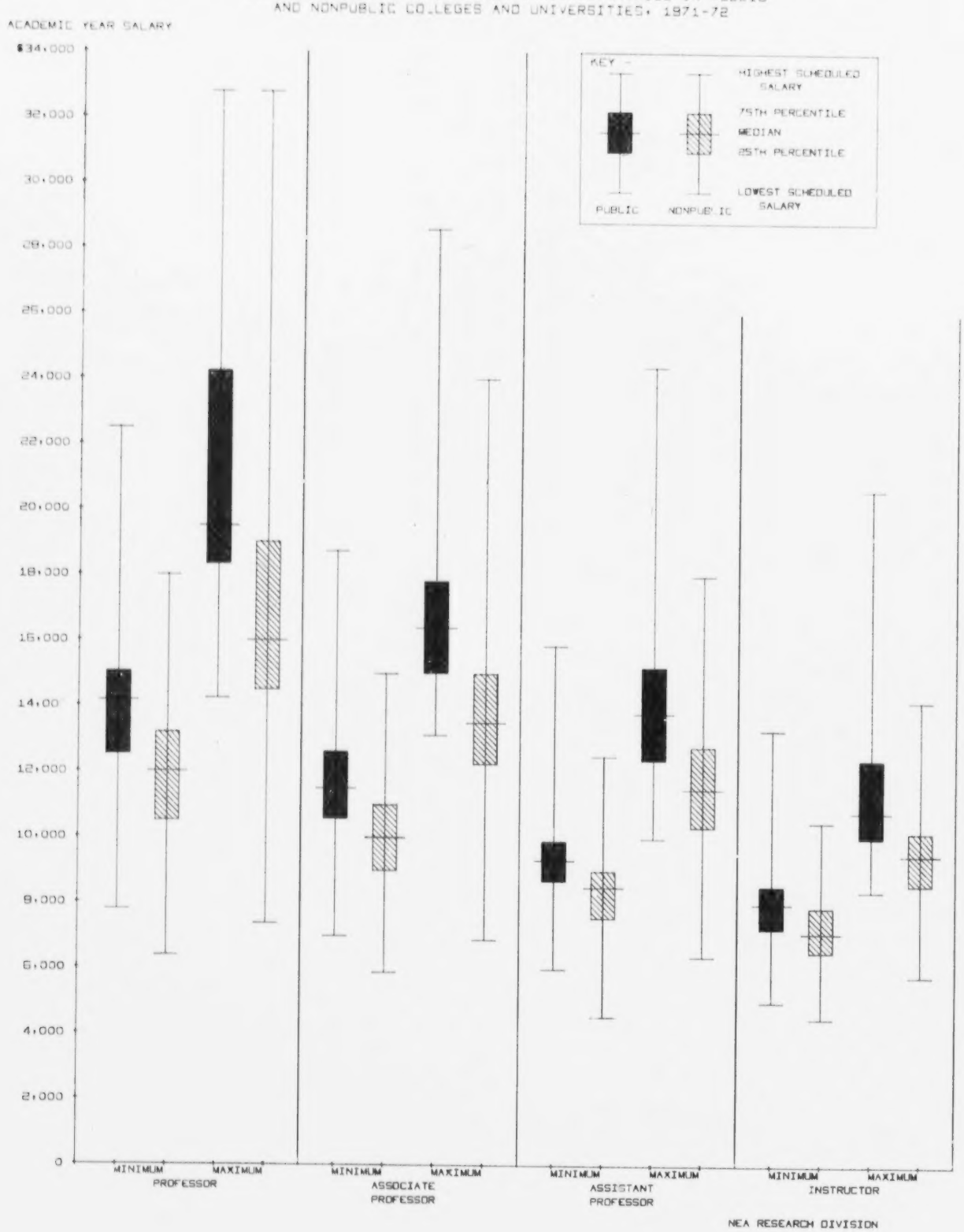
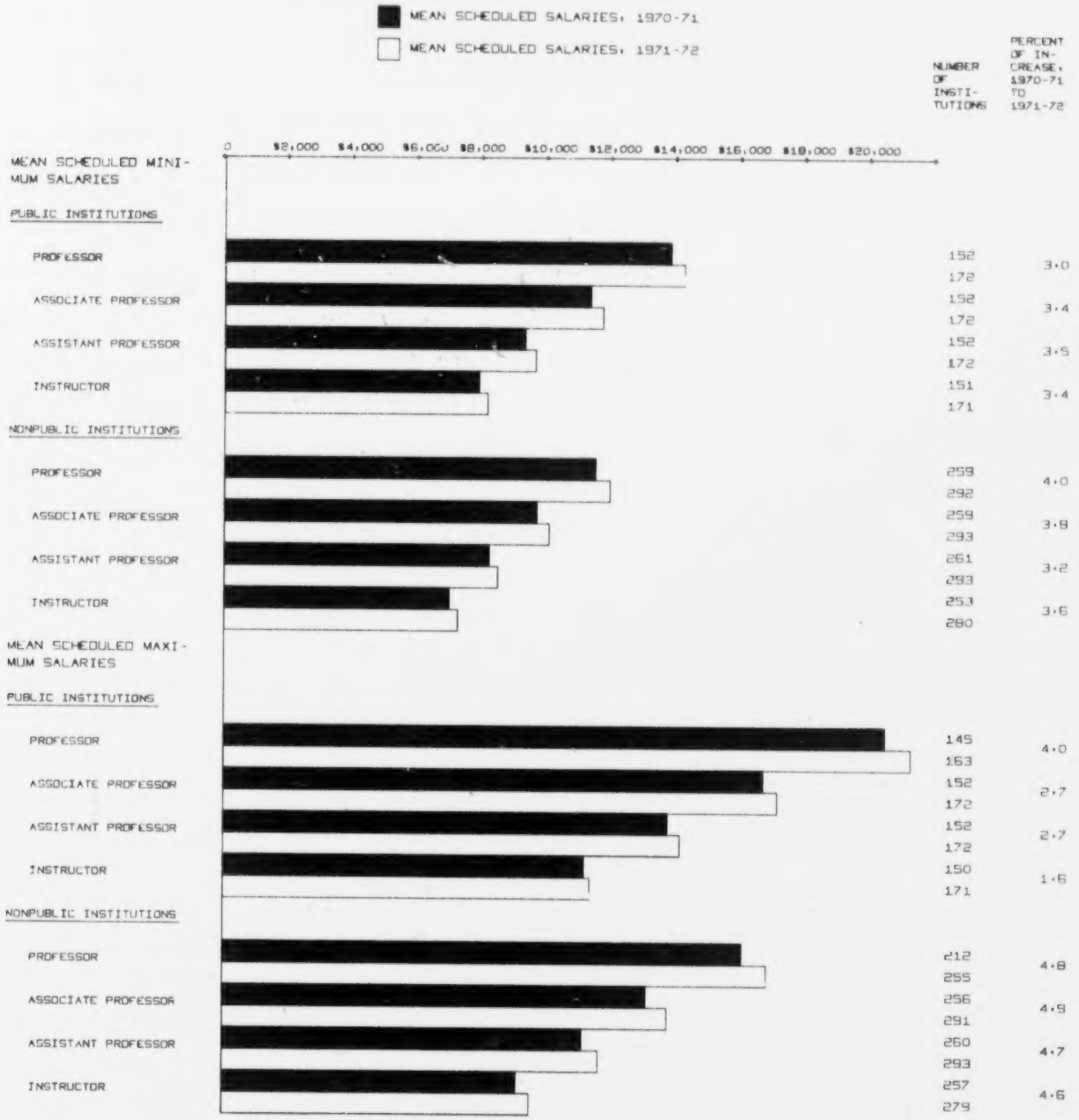


FIGURE II

MEAN SCHEDULED MINIMUM AND MAXIMUM SALARIES IN PUBLIC AND NONPUBLIC COLLEGES AND UNIVERSITIES, BY FACULTY RANK, 1970-71 AND 1971-72



NEA RESEARCH DIVISION

PROVISION FOR SCHEDULED SALARY INCREMENTS

USE OF A SYSTEM of scheduled increments is described in 84 or about half (48.8 percent) of the 172 public institution salary schedules. Almost 3 in 10 (27.3 percent) of the 293 public institution salary schedules provide a system of scheduled increments.

The characteristics of the increment structure are reviewed in Table 8 which shows by type of institution the number, amounts, and total amounts added by regular increments. For the institutions having multiple salary scales within ranks based on academic preparation completed, the most representative preparation levels are:

Professor—Doctorate
Associate professor—Doctorate, or next highest level below doctorate
Assistant professor—Master's plus 1 year, or next highest level below master's plus 1 year
Instructor—Master's degree

Numbers of Increments

The number of scheduled increments provided in the salary schedules of 4-year institutions ranges from one to 26 with differences by rank and by type of institution. The mean number of increments among public institutions is seven for each rank. In nonpublic institutions, the mean number of increments is nine for professor, is eight for the two middle ranks and seven for instructor. Among public institutions the mean number of increments tends to be at least one greater in the universities than in the other groups. The mean numbers of increments in nonpublic universities are higher than in nonpublic colleges by one increment at the associate professor and assistant professor rank and by two increments at the rank of instructor.

Amounts of Increments

The amount of each scheduled increment ranges from $100 to $2,752 with differences by rank and by institution. The mean amounts are largest at the top rank ($961 in public institutions and $529 in nonpublic institutions) and range downward to the rank of instructor where the mean is $453 in public institutions and $349 in nonpublic institutions. The mean amounts of increments in the schedules of public institutions are highest in the universities and next highest in public institutions in state systems at all ranks. The mean amounts of increments in nonpublic universities are not widely different from the mean amounts for the same rank in the nonpublic colleges. The differences range between $69 for instructors and $172 for professors.

Total Amount Added by Increments

The total amount added by all increments in a given rank range from $309 to $17,982. In public institutions the mean total amount added by all increments is $6,323 for professors, $4,761 for associate professors, $3,838 for assistant professors, and $2,973 for instructors. A similar pattern is observed among nonpublic institutions with the mean amounts ranging from $4,206 for professors down to $2,026 for instructors.

Increment Structure by Groups of Institutions

Comparison of public and nonpublic institutions in the means listed in Table 8 suggests that the mean number of increments in public institutions is one less than the number for the same rank in nonpublic institutions; that the mean increment in public institutions ranges from one-fourth larger for instructors to more than three-fourths larger for professors than the amount for the same rank in nonpublic institutions, and the mean total amount added over all increments in public institutions is almost one-half larger than the amount for the same rank in nonpublic institutions.

TABLE 8 --NUMBER, AMOUNT, AND TOTAL AMOUNT ADDED BY REGULAR SALARY INCREMENTS IN PUBLIC AND NON-PUBLIC COLLEGES AND UNIVERSITIES, BY FACULTY RANK, 1971-72

FACULTY RANK	PUBLIC INSTITUTIONS				NON-PUBLIC INSTITUTIONS		
	UNIVERSITIES	COLLEGES	STATE SYSTEMS	TOTAL	UNIVERSITIES	COLLEGES	TOTAL
1	2	3	4	5		7	8
PROFESSOR							
NUMBER OF INCREMENTS							
HIGH	18	18	10	18	24	26	26
MEDIAN	7	7	5	6	6	8	8
LOW	2	3	4	2	5	2	2
MEAN	9	8	6	7	9	9	9
AMOUNT OF INCREMENT							
HIGH	2,752	1,253	1,920	2,752	900	2,000	2,000
MEDIAN	1,170	724	796	812	657	486	500
LOW	225	300	612	225	495	100	100
MEAN	1,048	749	1,008	961	687	515	529
TOTAL AMOUNT ADDED BY INCREMENTS							
HIGH	16,515	11,263	9,600	16,515	12,800	17,982	17,982
MEDIAN	8,775	4,500	4,872	5,058	4,445	3,150	3,375
LOW	2,340	1,800	3,350	1,800	3,450	400	400
MEAN	8,070	5,586	5,988	6,323	5,713	4,075	4,206
NUMBER OF INSTITUTIONS	17	18	49	84	6	69	75
ASSOCIATE PROFESSOR							
NUMBER OF INCREMENTS							
HIGH	18	17	9	18	24	30	30
MEDIAN	7	7	5	6	6	7	7
LOW	2	4	4	2	5	2	2
MEAN	9	8	6	7	9	8	8
AMOUNT OF INCREMENT							
HIGH	1,398	1,095	1,175	1,398	729	1,166	1,166
MEDIAN	1,090	612	656	656	588	431	460
LOW	225	342	546	225	387	100	100
MEAN	830	659	750	747	574	444	454
TOTAL AMOUNT ADDED BY INCREMENTS							
HIGH	9,811	8,156	6,276	9,811	9,300	12,400	12,400
MEDIAN	7,260	4,650	4,008	4,600	3,848	3,000	3,000
LOW	2,340	2,000	2,850	2,000	3,000	400	400
MEAN	6,208	4,862	4,222	4,761	4,620	3,316	3,414
NUMBER OF INSTITUTIONS	17	18	49	84	6	74	80
ASSISTANT PROFESSOR							
NUMBER OF INCREMENTS							
HIGH	18	15	9	18	24	26	26
MEDIAN	7	7	5	6	7	7	7
LOW	2	4	4	2	5	1	1
MEAN	8	8	6	7	9	8	8
AMOUNT OF INCREMENT							
HIGH	1,150	857	720	1,150	954	1,000	1,000
MEDIAN	857	443	536	536	488	388	390
LOW	225	250	415	225	287	100	100
MEAN	688	528	564	581	524	382	393
TOTAL AMOUNT ADDED BY INCREMENTS							
HIGH	8,496	6,000	5,148	8,496	6,900	9,500	9,500
MEDIAN	5,886	4,019	3,350	3,600	3,463	2,434	2,500
LOW	2,160	1,500	2,350	1,500	2,500	600	600
MEAN	5,077	4,012	3,344	3,838	4,041	2,652	2,756
NUMBER OF INSTITUTIONS	17	18	49	84	6	74	80
INSTRUCTOR							
NUMBER OF INCREMENTS							
HIGH	18	11	9	18	24	26	26
MEDIAN	7	7	6	6	5	5	5
LOW	2	1	4	1	4	1	1
MEAN	8	6	6	7	8	6	7
AMOUNT OF INCREMENT							
HIGH	1,080	635	728	1,080	666	1,300	1,300
MEDIAN	635	345	440	440	388	300	317
LOW	225	266	370	225	195	100	100
MEAN	543	397	439	453	413	344	349
TOTAL AMOUNT ADDED BY INCREMENTS							
HIGH	7,318	4,450	6,552	7,318	4,700	6,900	6,900
MEDIAN	4,450	2,600	2,358	2,712	2,050	1,573	1,785
LOW	810	309	1,480	309	1,875	325	325
MEAN	3,948	2,543	2,735	2,973	2,663	1,971	2,026
NUMBER OF INSTITUTIONS	17	17	39	73	6	70	76

SALARIES SCHEDULED FOR FACULTY IN UNIVERSITIES AND COLLEGES, 1971-72

STATE AND INSTITUTION	PROFESSOR MINI-MUM	PROFESSOR MAXI-MUM	PROFESSOR INCR.	ASSOCIATE PROFESSOR MINI-MUM	ASSOCIATE PROFESSOR MAXI-MUM	ASSOCIATE PROFESSOR INCR.	ASSISTANT PROFESSOR MINI-MUM	ASSISTANT PROFESSOR MAXI-MUM	ASSISTANT PROFESSOR INCR.	INSTRUCTOR MINI-MUM	INSTRUCTOR MAXI MUM	INSTRUCTOR INCR.
* - PUBLIC INSTITUTION												
ALABAMA												
*ALABAMA A & M UNIVERSITY	10500	...	...	9000	14000	...	7500	11500	...	6500	9500	...
*ALABAMA STATE UNIVERSITY	12500	17300	11	10800	15600	11	8400	12270	11	7500	10100	...
TUSKEGEE INSTITUTE	12500	...	...	10000	14000	...	8500	11500	...	6500	9000	...
ALASKA												
*UNIVERSITY OF ALASKA	19800	23175	15	16200	19575	15	12600	15975	15	9000	12375	...
ARIZONA												
GRAND CANYON COLLEGE	9000	...	...	8000	10000	...	7000	9000	...	6500	8000	...
THUNDERBIRD GRAD SCH OF MGMT	11000	12860	6	9700	11570	6	7925	9465	6	6160	7705	6
ARKANSAS												
ARKANSAS COLLEGE	15000	11000	...	13000	9000	...	11000	8000	...	9000	7000	...
HARDING COLLEGE INC	8362	11764	...	7976	10879	...	7147	10879	...	6600	8200	...
*HENDERSON STATE COLLEGE	9945	17500	18	9243	15500	18	7614	13500	18	6912	11500	...
*SOUTHERN STATE COLLEGE	9960	15360	...	8760	13440	...	8160	12600	...	7800	9960	...
CALIFORNIA												
AZUSA PACIFIC COLLEGE	9200	14520	11	7900	11990	11	7200	9900	7	6600	8140	5
*CAL ST COLL DOMINGUEZ HILLS	15036	19224	...	11808	15036	...	9324	11904	...	8460	10800	...
*CAL ST COLL SAN BERNARDINO	15036	19224	...	11808	15036	...	9324	11904	...	8460	10800	...
*CAL ST POLY COLLEGE	15036	19224	...	11808	15036	...	9324	11904	...	8460	10800	...
*CAL ST POLY SAN LUIS OBISPO	15036	19224	...	11808	15036	...	9324	11904	...	8460	10800	...
*CALIF ST COLL BAKERSFIELD	15036	19224	...	11808	15036	...	9324	11904	...	8460	10800	...
*CALIF ST COLL FULLERTON	15036	19224	...	11808	15036	...	9324	11904	...	8460	10800	...
*CALIF ST COLL LONG BEACH	15036	19224	...	11808	15036	...	9324	11904	...	8460	10800	...
*CALIF ST COLL LOS ANGELES	15036	19224	...	11808	15036	...	9324	11904	...	8460	10800	...
*CALIF STATE COLL HAYWARD	15036	19224	4	11808	15036	4	9324	11904	4	8460	10800	...
CALIFORNIA LUTHERAN COLLEGE	11500	17000	...	9500	14000	...	8000	12000	...	7000	9000	...
CHAPMAN COLLEGE	14000	17500	...	11000	14500	...	8000	11500	...	7000	9000	...
*CHICO STATE COLLEGE	15036	19224	...	11808	15036	...	9324	11904	...	8460	10800	...
COLLEGE OF THE HOLY NAMES	12821	14135	2	10046	12211	4	8508	9849	3	7350	8103	2
*FRESNO STATE COLLEGE	15036	19224	...	11808	15036	...	9324	11904	...	8460	10800	...
*HUMBOLDT STATE COLLEGE	15036	19224	...	11808	15036	...	9324	11904	...	8460	10800	...
LA VERNE COLLEGE	10950	17300	...	9400	15100	...	7450	12550	...	5500	8000	...
LONE MOUNTAIN COLLEGE	12900	15900	6	10100	13100	6	7800	10200	6	6800	9200	6
LOS ANGELES BAPT COLL SEM	8000	11800	...	8000	11200	...	8000	10600	...	8000	10000	...
MOUNT ST MARY S COLLEGE	12800	15500	9	10600	13300	9	8800	11500	9	7200	9900	...
OCCIDENTAL COLLEGE	14500	23500	...	12200	16000	...	9500	13000	...	8500	11200	...
*OTIS ART INSTITUTE	13491	16803	4	11754	14643	4	9693	12087	4	...	...	...
PACIFIC COLLEGE OF FRESNO	11999	14643	7	10037	12231	7	8410	10229	7	6650	8618	...
PACIFIC LUTHERAN THEO SEM	12000	15000	...	11000	13000	...	10000	12200	...	...	...	...
*SACRAMENTO STATE COLLEGE	15036	19224	...	11808	15036	...	9324	11904	...	8460	10800	...
SAINT MARY S COLL OF CALIF	16190	19340	6	12000	15440	7	9765	12220	6	8615	9975	...
*SAN DIEGO STATE COLLEGE	15036	19224	...	11808	15036	...	9324	11904	...	8460	10800	...
*SAN FERNANDO VALLEY ST COLL	15036	19224	...	11808	15036	...	9324	11904	...	8460	10800	...
*SAN FRANCISCO STATE COLLEGE	15036	19224	...	11808	15036	...	9324	11904	...	8460	10800	...
SAN FRANCISCO THEO SEM	12000	14500	5	9000	11000	2	7500	8500	1	...	...	...
*SAN JOSE STATE COLLEGE	15036	19224	...	11808	15036	...	9324	11904	...	8460	10800	...
*SONOMA STATE COLLEGE	15036	19224	...	11808	15036	...	9324	11904	...	8460	10800	...
SOUTHERN CALIFORNIA COLLEGE	8200	11900	15	8000	11300	13	6400	10700	11	6200	9040	...
*STANISLAUS STATE COLLEGE	15036	19224	...	11808	15036	...	9324	11904	...	8460	10800	...
*U OF CAL SAN FRAN MED CENTER	16100	25700	5	13100	17800	4	10200	13800	5	8800	8800	...
U OF SAN DIEGO COLL FOR MEN	12500	17588	...	9000	14775	...	8000	13367	...	7000	9850	...
*UNIV OF CAL HASTINGS C LAW	16100	25700	5	13100	17800	4	10200	13800	5	8800	8800	...
*UNIV OF CAL SANTA BARBARA	16100	25700	5	13100	17800	4	10200	13800	5	8800	8800	...
*UNIV OF CALIF BERKELEY	16100	25700	5	13100	17800	4	10200	13800	5	8800	8800	...
*UNIV OF CALIF LOS ANGELES	16100	25700	5	13100	17800	4	10200	13800	5	8800	8800	...
*UNIV OF CALIF RIVERSIDE	16100	25700	5	13100	17800	4	10200	13800	5	8800	8800	...
*UNIV OF CALIF SAN DIEGO	16100	25700	5	13100	17800	4	10200	13800	5	8800	8800	...
*UNIV OF CALIF SANTA CRUZ	16100	25700	5	13100	17800	4	10200	13800	5	8800	8800	...
*UNIVERSITY OF CALIF DAVIS	16100	25700	5	13100	17800	4	10200	13800	5	8800	8800	...
*UNIVERSITY OF CALIF IRVINE	16100	25700	5	13100	17800	4	10200	13800	5	8800	8800	...
COLORADO												
*ADAMS STATE COLLEGE	13968	18000	...	11088	13968	...	8856	11088	...	7200	8856	...
COLORADO COLLEGE	14300	21200	...	11500	14500	...	9600	11400	...	8500	10000	...
LORETTO HEIGHTS COLLEGE	11000	16000	...	8800	11600	...	7200	9600	...	6000	8000	...
*METROPOLITAN STATE COLLEGE	14550	18750	5	11550	13730	4	9230	11250	6	7500	8630	3
*WESTERN STATE COLLEGE	14550	18750	6	11550	14050	5	9230	11170	5	7500	8880	4
CONNECTICUT												
ALBERTUS MAGNUS COLLEGE	12500	16000	...	11000	13000	...	9500	11000	...	8500	9700	...
*CENTRAL CONN STATE COLLEGE	16098	19770	6	13802	17078	6	11336	13826	6	10179	12537	...
*EASTERN CONN STATE COLLEGE	16098	19770	6	13802	17078	6	11336	13826	6	10179	12537	...
*SOUTHERN CONN STATE COLLEGE	16098	19770	6	13802	17078	6	11336	13826	6	10179	12537	...
*U S COAST GUARD ACADEMY	17599	22621	...	13187	20827	...	10277	15708	...	8531	11441	...
UNIVERSITY OF BRIDGEPORT	13000	25000	...	11000	21000	...	9000	18000	...	6000	13000	...
*UNIVERSITY OF CONNECTICUT	17000	29900	15	14000	21260	11	10000	15830	11	8000	13200	13
*WESTERN CONN STATE COLLEGE	16098	19770	6	13802	17078	6	11336	13826	6	10179	12537	...
DELAWARE												
*DELAWARE STATE COLLEGE	14000	19000	...	11500	15500	...	9500	13000	...	9000	11000	...
DISTRICT OF COLUMBIA												
*D C TEACHERS COLLEGE	16585	24055	10	13270	19255	10	10380	14540	9	8525	11500	7

SALARIES SCHEDULED FOR FACULTY IN UNIVERSITIES AND COLLEGES, 1971-72

STATE AND INSTITUTION	PROFESSOR			ASSOCIATE PROFESSOR			ASSISTANT PROFESSOR			INSTRUCTOR		
	MINI-MUM	MAXI-MUM	INCR.	MINI-MUM	MAXI-MUM	INCR.	MINI-MUM	MAXI-MUM	INCR.	MINI-MUM	MAXI MUM	INCR.
* - PUBLIC INSTITUTION												
DISTRICT OF COLUMBIA												
*FEDERAL CITY COLLEGE	16585	24055	...	13270	19255	...	10380	14540	...	8525	11500	7
GALLAUDET COLLEGE	18000	27500	26	14500	22000	30	12500	16500	16	10500	14000	...
TRINITY COLLEGE	12500	...	...	10000	12600	...	9000	10500	...	8000	9500	...
FLORIDA												
EDWARD WATERS COLLEGE	11000	15000	...	9000	12000	...	8400	10000	...	7500	8800	...
FLORIDA PRESBYTERIAN COLLEGE	13000	20000	...	10000	14000	...	8500	11500	...	7000	9000	...
FORT LAUDERDALE UNIVERSITY	11500	14000	...	9500	12000	...	8500	10000	...	8000	9000	...
SAINT LEO COLLEGE	12300	16500	...	10500	14060	...	9000	12040	...	7200	9640	...
UNIVERSITY OF TAMPA	9500	17000	...	7500	14000	...	7000	11000	...	6000	9000	...
GEORGIA												
CLARK COLLEGE	11000	15800	...	9100	13600	...	8100	12000	...	7000	9500	...
COVENANT COLLEGE	11500	13700	10	10200	12400	10	8900	10340	10	7600	9040	...
HAWAII												
CHAMINADE COLL OF HONOLULU	13032	16920	8	10620	13932	8	8640	11376	8	7092	9252	8
HAWAII LOA COLLEGE	15600	20898	6	12222	16380	6	9576	12834	6	7500	10056	...
*UNIVERSITY OF HAWAII	16608	21852	7	12624	16608	7	9600	12624	7	7596	9984	7
IDAHO												
*UNIVERSITY OF IDAHO	14000	20500	...	11500	16500	...	8500	14000	...	7500	10500	...
ILLINOIS												
BARAT COLLEGE	13500	19000	...	11500	15000	...	9500	13000	...	8500	11000	...
ELMHURST COLLEGE	13000	20000	...	12000	16000	...	9000	14000	...	7000	9500	...
GEORGE WILLIAMS COLLEGE	15580	20500	...	11840	15580	...	8600	11840	...	7650	8600	...
ILL BENEDICTINE COLLEGE	13010	16385	9	10990	13970	9	8970	11535	9	8420	9110	3
ILLINOIS COLLEGE	12000	17000	...	10000	14000	...	8000	12000	...	7000	9000	...
LAKE FOREST COLLEGE	15000	25000	...	13500	17500	...	10000	13500	...	7500	10000	...
LEWIS COLLEGE	12120	13898	...	10605	12099	...	9191	10573	...	8100	9156	...
MACMURRAY COLLEGE	12800	19300	...	12300	14700	...	8500	14500	...	8000	10200	...
SCH OF ART INST OF CHICAGO	13500	21000	...	10500	18000	...	8400	12600	...	7200	9750	...
SPERTUS COLLEGE OF JUDAICA	12500	16000	...	11000	14500	...	10500	13000	...	8500	10000	...
INDIANA												
*BALL STATE UNIVERSITY	15501	19634	...	13006	16410	...	9117	15194	...	7204	11093	...
FORT WAYNE BIBLE COLLEGE	8000	10500	9	7000	9500	9	6000	8500	9	5000	6500	5
GRACE COLL THEOLOGICAL SEM	8875	11450	...	8350	10900	...	7250	10375	...	6825	9950	...
HUNTINGTON COLLEGE	11237	13486	...	9964	11955	...	8267	9920	...	7227	8672	...
MANCHESTER COLLEGE	14000	19000	...	11500	16000	...	9000	13000	...	7500	10000	...
MARIAN COLLEGE	13000	16000	...	10500	13000	...	8800	11500	...	8000	9400	...
IOWA												
BUENA VISTA COLLEGE	11000	17000	...	9500	15000	...	8500	13500	...	7500	11000	...
CENTRAL COLLEGE	11000	20000	...	9000	18000	...	8000	13000	...	7000	10000	...
DIVINE WORD COLLEGE	10000	16000	20	9000	14400	20	8000	12800	20	7000	11200	20
LORAS COLLEGE	8200	23500	26	8100	20500	26	7800	17300	26	7300	14200	...
LUTHER COLLEGE	15473	20093	...	13053	17453	...	10143	14703	...	8664	10611	...
WARTBURG THEOLOGICAL SEM	11000	19000	...	9000	17000	...	8500	15000	...	...	...	...
KANSAS												
BETHANY COLLEGE	11000	17000	...	9000	13500	...	7500	10750	...	6500	9000	...
*KANSAS STATE UNIVERSITY	13230	...	...	10575	14850	...	9000	11925	...	8570	9090	...
KANSAS WESLEYAN	10000	15000	...	8500	12500	...	7500	11000	...	7000	10000	...
MCPHERSON COLLEGE	8570	12800	...	7500	10750	...	6710	9300	...	6500	...	...
MID AMERICA NAZARENE COLLEGE	11000	13500	...	9000	11500	...	7000	9500	...	6500	8000	...
STERLING COLLEGE	10500	13000	...	8000	12000	...	7300	10000	...	6500	9000	...
TABOR COLLEGE	9000	15000	...	8000	13000	...	7000	11000	...	6000	9000	...
KENTUCKY												
BEREA COLLEGE	12500	17900	...	11000	14200	...	9000	12300	...	7400	9500	...
GEORGETOWN COLLEGE	12300	18700	...	10000	14400	...	8400	11600	...	7300	9500	...
*KENTUCKY STATE COLLEGE	11000	16000	...	9500	13600	...	8700	12500	...	8000	10300	...
KENTUCKY WESLEYAN COLLEGE	8500	15000	...	8000	13000	...	6500	10000	...	6000	9000	...
LOUISIANA												
*GRAMBLING COLLEGE	10000	19500	...	9000	16500	...	8000	15500	...	6500	11500	...
*LOUISIANA TECH UNIVERSITY	10000	19500	...	9000	16500	...	8000	15500	...	6500	11500	...
*MCNEESE STATE UNIVERSITY	10000	19500	...	9000	16500	...	8000	15500	...	6500	11500	...
*NICHOLLS STATE UNIVERSITY	10000	19500	...	9000	16500	...	8000	15500	...	6500	11500	...
*NORTHWESTERN ST UNIV OF LA	10000	19500	...	9000	16500	...	8000	15500	...	6500	11500	...
*SOUTHEASTERN LOUISIANA UNIV	10000	19500	...	9000	16500	...	8000	15500	...	6500	11500	...
*SOUTHERN UNIV BATON ROUGE	10000	19500	...	9000	16500	...	8000	15500	...	6500	11500	...
*SOUTHERN UNIV NEW ORLEANS	10000	19500	...	9000	16500	...	8000	15500	...	6500	11500	...
*U OF SOUTHWESTERN LOUISIANA	10000	19500	...	9000	16500	...	8000	15500	...	6500	11500	...
MAINE												
BATES COLLEGE	14300	...	...	12200	16100	...	10200	13700	...	...	10700	...
COLBY COLLEGE	14000	28000	...	11500	18000	...	9500	16000	...	7500	12000	...
MARYLAND												
*BOWIE STATE COLLEGE	13000	20000	10	11000	16400	9	9000	13000	8	7500	10700	8
COLUMBIA UNION COLLEGE	10600	11000	2	10100	10500	2	9200	10000	4	8200	9000	...
*COPPIN STATE COLLEGE	13000	20000	10	11000	16400	9	9000	13000	8	7500	10700	8
*FROSTBURG STATE COLLEGE	13000	20000	10	11000	16400	9	9000	13000	8	7500	10700	8
*MORGAN STATE COLLEGE	13000	20000	10	11000	16400	9	9000	13000	8	7500	10700	8

SALARIES SCHEDULED FOR FACULTY IN UNIVERSITIES AND COLLEGES, 1971-72

STATE AND INSTITUTION	PROFESSOR			ASSOCIATE PROFESSOR			ASSISTANT PROFESSOR			INSTRUCTOR		
	MINI-MUM	MAXI-MUM	INCR.	MINI-MUM	MAXI-MUM	INCR.	MINI-MUM	MAXI-MUM	INCR.	MINI-MUM	MAXI MUM	INCR.
* - PUBLIC INSTITUTION												
MARYLAND												
MOUNT SAINT MARY S COLLEGE	12500	17000	8	10000	14000	8	8500	12000	8	7000	10000	...
*SALISBURY STATE COLLEGE	13000	20000	10	11000	16400	9	9000	13000	8	7500	10700	8
*TOWSON STATE COLLEGE	13000	20000	10	11000	16400	9	9000	13000	8	7500	10700	8
UNIVERSITY OF BALTIMORE	10500	15950	11	9500	13775	9	8000	11600	9	7000	9100	6
MASSACHUSETTS												
AMERICAN INTERNATIONAL COLL	12500	18500	...	10500	14000	...	8500	12000	...	7500	10000	...
ANNA MARIA COLLEGE	12500	18500	...	10600	12800	...	9300	10800	...	8000	9200	...
BABSON COLLEGE	15000	...	...	12000	19000	...	9000	16000	...	6000	12000	...
*BOSTON STATE COLLEGE	13936	24840	...	11460	19991	...	9516	15901	...	7956	12695	...
*BRIDGEWATER STATE COLLEGE	13936	24840	...	11461	19991	...	9516	15902	...	7956	12696	...
CURRY COLLEGE	12500	...	...	9500	14500	...	8000	12500	...	7000	10000	...
EMERSON COLLEGE	12000	19000	...	10500	16000	...	9000	14000	...	6500	10500	...
EPISCOPAL THEOLOGICAL SCHOOL	10000	...	...	8500	9500	...	7500	8500	...	6500	6500	...
*FITCHBURG STATE COLLEGE	13936	24840	...	11461	19991	...	9516	15902	...	7956	12696	...
*FRAMINGHAM STATE COLLEGE	13936	24840	...	11461	19991	...	9516	15902	...	7956	12696	...
*LOWELL STATE COLLEGE	13936	24840	...	11461	19991	...	9516	15902	...	7956	12696	...
*LOWELL TECHNOLOGICAL INST	17022	28285	12	13718	21874	13	9984	15902	13	9079	12423	12
MASS COLL OF OPTOMETRY	18000	24000	...	15000	20000	...	12000	15000	...	10000	12000	...
*MASS MARITIME ACADEMY	13936	24840	...	11461	19991	...	9516	15902	...	7956	12696	...
*MASSACHUSETTS COLL OF ART	13936	24840	...	11461	19991	...	9516	15902	...	7956	12696	...
MERRIMACK COLLEGE	12125	15575	6	10350	13800	6	8800	12125	7	8000	9875	5
*NORTH ADAMS STATE COLLEGE	13936	24840	...	11461	19991	...	9516	15902	...	7956	12696	...
*SALEM STATE COLLEGE	13936	24840	...	11461	19991	...	9516	15902	...	7956	12696	...
SIMMONS COLLEGE	13000	20000	...	11000	16000	...	9000	13000	...	7000	10000	...
STONEHILL COLLEGE	13700	18520	6	10800	14500	6	8500	11300	6	7400	9000	4
*UNIV OF MASS AT AMHERST	14000	29325	...	12000	26500	...	9000	20140	...	6400	15370	...
*UNIV OF MASS AT BOSTON	14000	29325	...	12000	26500	...	9000	20140	...	6400	15370	...
WELLESLEY COLLEGE	17000	...	...	13900	16900	6	11100	13500	6	9700	10600	...
WESTERN NEW ENGLAND	11500	18000	...	10000	14500	...	8500	12000	...	7500	10000	...
*WESTFIELD STATE COLLEGE	13936	24840	...	11461	19991	...	9516	15902	...	7956	12696	...
WHEELOCK COLLEGE	13000	20000	...	9500	15500	...	8500	13500	...	7000	11500	...
*WORCESTER STATE COLLEGE	13936	24840	...	11461	19991	...	9516	15902	...	7956	12696	...
MICHIGAN												
CALVIN COLLEGE	12480	15600	8	10920	13260	6	9360	12870	9	7800	9750	5
CALVIN SEMINARY	12870	15600	7	10530	12480	5	9750	10920	3	...	...	...
*EASTERN MICHIGAN UNIVERSITY	14000	...	...	11250	19400	...	8900	15900	...	7250	12800	...
GRACE BIBLE COLLEGE	9702	11521	...	8368	10551	...	7276	9399	...	6064	7883	...
HILLSDALE COLLEGE	12500	18500	...	9500	14500	...	7500	11500	...	6500	9500	...
HOPE COLLEGE	12000	18500	...	10600	16100	...	8500	13000	...	8300	10350	...
MADONNA COLLEGE	10800	15050	...	9510	11640	...	8720	10900	...	7020	8750	...
MERCY COLLEGE OF DETROIT	12000	16000	...	10500	13500	...	9000	11500	...	7500	9500	...
OWOSSO COLLEGE	9200	13000	10	7600	11000	10	7200	10500	10	6500	8900	...
SACRED HEART SEMINARY	11000	16200	...	11700	14000	...	9100	12000	...	7000	9600	...
SHAW COLLEGE AT DETROIT	12000	15500	7	9500	12500	6	8500	10000	3	7500	9000	...
ST. MARYS COLLEGE	13000	15000	4	11000	12750	4	9000	10750	4	7000	8750	...
*WAYNE STATE UNIVERSITY	14000	28000	...	11500	21000	...	9000	16500	...	7600	11000	...
WESTERN THEOLOGICAL SEM	10000	13000	...	9500	12500	...	9000	12000	...	8500	11500	...
MINNESOTA												
AUGSBURG COLLEGE	12600	17000	...	10000	13500	...	8800	11800	...	7000	9200	...
BETHEL COLLEGE	10900	15600	...	8900	12500	...	7400	10200	...	6500	8000	...
BETHEL SEMINARY	10900	15600	...	8900	12500	...	7400	10200	...	6500	8000	...
COLLEGE OF ST BENEDICT	14280	19760	...	11660	13520	...	8840	11220	...	8000	9525	...
HAMLINE UNIVERSITY	16500	22000	...	12500	16500	...	10000	12500	...	8000	10000	...
SAINT OLAF COLLEGE	14500	23000	...	10600	16100	...	9300	13100	...	8500	11500	...
MISSISSIPPI												
*JACKSON STATE COLLEGE	10920	18060	18	10140	16380	17	7920	12960	15	7260	10560	10
REFORMED THEOLOGICAL SEM	10725	13000	7	9100	10400	4	8125	8775	2	7475	7800	...
RUST COLLEGE	9000	15000	...	7500	10500	...	7000	9500	...	5000	6500	...
*UNIV OF MISSISSIPPI	11000	...	...	9000	15000	...	7500	10000	...	6500	8500	...
MISSOURI												
CALVARY BIBLE COLLEGE	6500	9000	13	6000	7000	5	5500	6500	5	5000	6000	5
CENTRAL METHODIST COLLEGE	7771	12270	...	6544	8990	...	5317	7771	...	4908	6135	...
CONCORDIA SEMINARY	7200	9000	...	6800	7750	...	4550	6800	...	...	...	...
CULVER STOCKTON COLLEGE	10000	...	...	9000	15000	...	8000	12000	...	7000	10000	...
FONTBONNE COLLEGE	11620	...	...	9450	12600	...	8400	10750	...	7000	8610	...
MARILLAC COLLEGE	10000	18000	...	9000	14500	...	8000	10500	...	7000	8500	6
MISSOURI SCHOOL OF RELIGION	12000	13500	...	10000	11500	...	8000	9500	...	6500	7500	...
*NORTHEAST MISSOURI ST COLL	11900	16000	9	10100	15100	8	8500	14100	8	8300	11100	...
ST PAUL SCHOOL OF THEOLOGY	12000	16000	...	10500	13500	...	8500	12000	...	6000	9000	...
MONTANA												
ROCKY MOUNTAIN COLLEGE	11500	...	...	10000	...	...	8500	10500	...	7500	8500	...
NEBRASKA												
NEVADA												
*UNIVERSITY OF NEVADA	14075	18825	10	10825	15925	12	8750	12500	10	6725	9975	10
NEW HAMPSHIRE												
DARTMOUTH COLLEGE	16000	28000	...	13250	17250	...	10000	14000	...	8000	10750	...
NEW ENGLAND COLLEGE	13200	15400	3	11200	13000	5	9400	11600	6	8200	9500	3
NEW JERSEY												
BLOOMFIELD COLLEGE	13500	17580	...	11100	13500	...	9780	12780	...	8820	9900	...

TABLE 6.--SALARIES SCHEDULED FOR FACULTY IN UNIVERSITIES AND COLLEGES, 1971-72

STATE AND INSTITUTION	PROFESSOR			ASSOCIATE PROFESSOR			ASSISTANT PROFESSOR			INSTRUCTOR		
	MINI-MUM	MAXI-MUM	INCR.	MINI-MUM	MAXI-MUM	INCR.	MINI-MUM	MAXI-MUM	INCR.	MINI-MUM	MAXI MUM	INCR.
* - PUBLIC INSTITUTION												
NEW JERSEY												
CALDWELL COLLEGE	10000	16000	3	9000	12500	3	8000	9200	3	7200	8100	3
*GLASSBORO STATE COLLEGE	16244	21116	6	13363	17371	6	10944	14294	6	9044	11756	6
*JERSEY CITY STATE COLLEGE	16244	21116	6	13363	17371	6	10994	14294	6	9044	11756	6
*MONTCLAIR STATE COLLEGE	16244	21116	6	13363	17371	6	10944	14294	6	9044	11756	6
*NEWARK COLL OF ENGINEERING	16244	21116	6	13363	17371	6	10944	14294	6	9044	11756	6
*NEWARK STATE COLLEGE	16244	21116	6	13343	17371	6	10944	14294	6	9044	11756	6
*PATERSON STATE COLLEGE	16244	21116	6	13343	17371	6	10944	14294	6	9044	11756	6
*RUTGERS THE STATE UNIVERSITY	16244	32759	6	12727	21116	6	10470	17371	6	8613	14294	13
SAINT PETERS COLLEGE	13500	...	...	11000	15000	...	10000	13000	...	8500	11500	...
SETON HALL UNIVERSITY	14500	19000	5	11500	14500	5	8600	11100	5	7100	9100	5
*TRENTON STATE COLLEGE	16244	21116	6	13343	17371	6	10944	14294	6	9044	11756	6
UPSALA COLLEGE	14000	22000	...	11000	16000	...	9500	14000	...	8000	11000	...
NEW MEXICO												
UNIVERSITY OF ALBUQUERQUE	11400	17400	10	9400	14400	10	7400	11400	10	6400	9400	9
NEW YORK												
ALFRED UNIVERSITY	14000	20000	...	12000	17000	...	9000	14000	...	7500	11000	...
BARNARD COLLEGE	15000	16500	3	12000	13000	2	10000	11500	3	8000	9000	...
*BERNARD BARUCH COLLEGE	22500	31275	7	17830	25500	7	14830	20830	7	12700	17150	7
BROOKLYN COLL OF PHARMACY	17500	...	...	12300	17500	...	10100	14500	...	8000	11000	...
*BROOKLYN COLLEGE	22500	31275	7	17830	25500	7	14830	20830	7	12700	17150	7
*CITY COLLEGE	22500	31275	7	17830	25500	7	14830	20830	7	12700	17150	7
COLLEGE OF MT ST VINCENT	14000	...	...	11000	15500	...	9000	13000	...	7500	11000	...
COLLEGE OF NEW ROCHELLE	16300	21100	...	12700	16200	...	9600	12600	...	8000	9500	2
COLLEGE OF SAINT ROSE	12000	...	...	10000	12500	...	8000	10000	...	7000	8500	...
EISENHOWER COLLEGE	15500	20000	...	12500	17500	...	9500	14000	...	8000	11000	...
*GRADUATE CENTER	22500	31275	7	17830	25500	7	14830	20830	7	12700	17150	7
HAMILTON COLLEGE	13000	...	...	11000	16000	...	8750	14000	...	8000	11000	...
*HUNTER COLLEGE	22500	31275	7	17830	25500	7	14830	20830	7	12700	17150	7
ITHACA COLLEGE	13695	19353	...	11314	15780	...	9885	13517	...	7443	10420	...
*JOHN JAY COL OF CRIM JUSTICE	22500	31275	7	17830	25500	7	14830	20830	7	12700	17150	7
*LEHMAN COLLEGE	22500	31275	7	17830	25500	7	14830	20830	7	12700	17150	7
LONG ISLAND U C W POST CENTR	15500	...	...	12300	20500	...	10100	15000	...	8000	11200	...
MARYMOUNT COLLEGE	16250	21050	6	13200	17400	6	10550	13550	5	8600	10600	...
MERCY COLLEGE	14785	32767	23	11300	23500	19	8740	16825	17	8000	11315	...
MOUNT SAINT MARY COLLEGE	11508	19608	9	9504	15108	8	8004	12204	7	7248	10248	5
N Y INST OF TECHNOLOGY	14850	20130	...	12100	16830	...	10120	13750	...	8470	10120	5
NAZARETH COLL OF ROCHESTER	16000	...	...	12000	15000	...	9500	13000	...	8000	10000	...
NIAGARA UNIVERSITY	13000	20000	12	11000	15000	8	8600	11400	7	7000	8500	5
*QUEENS COLLEGE CUNY	22500	31275	7	17830	25500	7	14830	20830	7	12700	17150	7
*RICHMOND COLLEGE	22500	31275	7	17830	25500	7	14830	20830	7	12700	17150	7
RUSSELL SAGE COLLEGE	16500	22500	...	13500	17500	...	11000	14500	...	9000	12000	...
SAINT JOSEPH S COLLEGE	10000	...	...	9000	12500	...	8100	10500	...	7000	8300	...
SKIDMORE COLLEGE	13000	...	...	11000	14000	...	9000	12500	...	8000	10300	...
UNION THEOLOGICAL SEMINARY	14400	16900	5	10700	16900	10	8800	9400	4	7200	...	...
VASSAR COLLEGE	14000	24000	...	12000	17000	...	9000	14000	...	8000	11000	...
WADAMS HALL COLLEGE	11000	15000	8	8500	12000	9	7600	9400	6	6500	8000	...
*YORK COLLEGE	22500	31275	7	17830	25500	7	14830	20830	7	12700	17150	7
NORTH CAROLINA												
DAVIDSON COLLEGE	14300	21800	...	12800	17500	...	10500	13000	...	9300	11000	...
*ELIZABETH CITY STATE UNIV	12500	16500	...	10500	13500	...	8700	12000	...	7000	9800	...
MEREDITH COLLEGE	10700	...	...	9700	12000	...	8000	10500	...	7000	8700	...
NO CAR WESLEYAN COLLEGE	12000	...	...	10000	14000	...	8500	13000	...	7500	10000	...
*NORTH CAROLINA CENTRAL UNIV	12000	19700	...	10600	16300	...	9500	15100	...	6600	11900	...
PFEIFFER COLLEGE	9500	16000	...	8400	14800	...	7600	12000	...	7500	10700	...
SAINT AUGUSTINES COLLEGE	9000	14200	...	9000	13500	...	7450	12700	...	6600	11400	...
NORTH DAKOTA												
OHIO												
*AIR FORCE INST OF TECHNOLOGY	21960	32767	9	18737	28548	9	15866	24362	9	13309	20627	9
*CENTRAL STATE UNIVERSITY	12000	21000	...	10000	17000	...	9000	15000	...	8000	10500	...
CINCINNATI BIBLE SEMINARY	6880	8394	10	6665	8131	10	6450	7869	10	6020	7344	5
COL OF MT ST JOSEPH ON OHIO	10500	16000	...	8000	13000	...	7500	10000	...	6500	8500	...
DENISON UNIVERSITY	13500	22000	...	11850	15100	...	9800	12300	...	8600	9200	...
EDGECLIFF COLLEGE	10500	12500	...	9000	10500	...	8000	9000	...	7000	8000	4
EVANGELICAL LUTHERN THEO SEM	11000	19000	...	9000	17000	...	8500	15000	...	...	...	...
FINDLAY COLLEGE	12000	...	...	9500	14500	...	8000	13000	...	6500	10500	...
HEBREW UNION COLLEGE	17000	26000	5	14500	16000	3	12500	14000	3	...	9350	...
OHIO DOMINICAN COLLEGE	12900	14500	...	10800	12400	...	8800	10400	...	7500	8300	2
OHIO NORTHERN UNIVERSITY	11000	20000	...	10000	16000	...	8500	12000	...	7000	11000	...
OHIO WESLEYAN UNIVERSITY	14500	20870	...	12225	14500	...	9750	12225	...	7500	9750	...
RIO GRANDE COLLEGE	10000	...	...	9000	13500	...	8000	12000	...	7000	9500	...
ST JOHN S COL OF CLEVELAND	14400	16800	...	13200	15600	...	11400	14400	...	9000	11400	...
WILBERFORCE UNIVERSITY	9000	12500	7	7800	11000	7	6600	9500	7	5600	8200	7
WILMINGTON COLLEGE	11000	17000	...	9000	13500	...	8000	11000	...	7000	9000	...
OKLAHOMA												
PHILLIPS UNIVERSITY	9550	11595	11	8240	10475	14	7420	9570	14	6000	7170	...
OREGON												
*EASTERN OREGON COLLEGE	14238	22068	9	11196	17334	9	9162	14220	9	7290	11322	...
*OREGON COLLEGE OF EDUCATION	14238	22068	9	11196	17334	9	9162	14220	9	7290	11322	9
*OREGON STATE UNIVERSITY	14238	22068	9	11196	17334	9	9162	14220	9	7290	11322	9
*OREGON TECHNICAL INSTITUTE	13554	21546	9	10656	16932	9	8730	13878	9	6948	13500	9

SALARIES SCHEDULED FOR FACULTY IN UNIVERSITIES AND COLLEGES, 1971-72

STATE AND INSTITUTION	PROFESSOR			ASSOCIATE PROFESSOR			ASSISTANT PROFESSOR			INSTRUCTOR		
	MINI-MUM	MAXI-MUM	INCR.	MINI-MUM	MAXI-MUM	INCR.	MINI-MUM	MAXI-MUM	INCR.	MINI-MUM	MAXI MUM	INCR.
* - PUBLIC INSTITUTION												
OREGON												
*PORTLAND STATE UNIVERSITY	14238	22068	9	11196	17334	9	9162	14220	9	7290	11322	...
REED COLLEGE	14000	22000	9	11700	14000	4	9300	11600	5	8400	8800	...
*UNIVERSITY OF OREGON	14238	22068	9	11196	17334	9	9162	14220	9	7290	11322	9
PENNSYLVANIA												
BEAVER COLLEGE	13000	...		12000	15500	...	9500	13500	...	8000	11000	...
*BLOOMSBURG STATE COLLEGE	14360	18340	5	11800	15080	5	9720	12400	5	8000	10200	6
*CALIFORNIA STATE COLLEGE	14360	18340	5	11800	15080	5	9720	12400	5	8000	10200	6
*CHEYNEY STATE COLLEGE	13680	18340	6	11240	15080	6	8820	11800	6	7250	9720	6
*CLARION STATE COLLEGE	14360	18340	5	11800	15080	5	9720	12400	5	8000	10200	6
*EAST STROUDSBURG STATE COLL	14360	18340	5	11800	15080	5	9720	12400	5	8000	10200	6
*EDINBORO STATE COLLEGE	14360	18340	5	11800	15080	5	9720	12400	5	8000	10200	6
GENEVA COLLEGE	11200	24000	...	10000	18500	...	7800	16000	...	6800	12000	...
HAVERFORD COLLEGE	16000	27000	...	13000	16000	...	10000	13000	...	9500	...	...
HOLY FAMILY COLLEGE	12500	15000	...	10000	12400	4	8000	10000	4	6800	8000	4
*INDIANA UNIVERSITY OF PENN	14360	18340	5	11800	15080	5	9720	12400	5	8000	10200	6
*KUTZTOWN STATE COLLEGE	14360	18340	5	11800	15080	5	9720	12400	5	8000	10200	6
LA ROCHE COLLEGE	11000	13000	...	8910	10910	...	7240	9000	...	6000	7500	...
LA SALLE COLLEGE	15210	18650	...	11290	14740	...	9280	11790	...	7410	9630	6
*LOCK HAVEN STATE COLLEGE	14360	18340	5	11800	15080	5	9720	12400	5	8000	10200	6
MARYWOOD COLLEGE	14300	18241	...	11600	14086	...	9100	12270	...	8300	10798	...
*MILLERSVILLE STATE COLLEGE	14360	18340	5	11800	15080	5	9720	12400	5	8000	10200	6
MORAVIAN COLLEGE	12400	19000	...	10700	13750	...	8800	11500	...	7800	9550	...
PENN COL OF PODIATRIC MED	18000	25000	...	15000	20000	...	12000	17000	...	8000	14000	...
SAINT VINCENT COLLEGE	13500	16000	...	11000	14500	...	9500	13500	...	7500	12000	...
*SHIPPENSBURG STATE COLLEGE	14360	18340	5	11800	15080	5	9720	12400	5	8000	10200	6
*SLIPPERY ROCK STATE COLLEGE	14360	18340	5	11800	15080	5	9720	12400	5	8000	10200	6
THIEL COLLEGE	11800	16000	...	10200	14500	...	9000	12000	...	7600	10000	...
*UNIVERSITY OF PITTSBURGH	12400	27100	...	10000	17600	...	8500	13800	...	7000	10300	...
VILLA MARIA COLLEGE	11700	...	...	9300	12900	...	7400	11550	...	6500	8500	...
WAYNESBURG COLLEGE	13050	17488	...	10660	14286	...	9190	12318	...	7720	10346	6
*WEST CHESTER STATE COLLEGE	14360	18340	5	11800	15080	5	9720	12400	5	8000	10200	6
WILKES COLLEGE	12800	17500	...	10600	14400	...	8200	13400	...	6000	11000	...
WILSON COLLEGE	16500	...	...	12700	16400	...	10000	12600	...	8000	10000	...
YORK COLLEGE OF PENN	15000	20000	...	12000	17000	...	10000	14000	...	8000	11000	...
RHODE ISLAND												
PROVIDENCE COLLEGE	14000	17000	...	12450	13000	...	10400	11500	...	9360	9800	...
SOUTH CAROLINA												
BENEDICT COLLEGE	8000	19700	...	8000	14400	...	7000	13125	...	7000	11340	...
CENTRAL WESLEYAN COLLEGE	8700	11400	5	7620	10500	6	6540	7260	4	5820	6360	...
*COLLEGE OF CHARLESTON	12500	18900	...	11000	15800	...	8000	13200	...	6000	8400	...
*THE CITADEL	13699	16660	3	11897	15476	5	9455	13333	9	8755	9064	1
SOUTH DAKOTA												
AUGUSTANA COLLEGE	10000	17000	...	9000	15000	...	7500	11000	...	6500	9000	...
YANKTON COLLEGE	10400	13000	7	9100	11700	8	7800	10400	9	7150	9100	...
TENNESSEE												
*AUSTIN PEAY STATE UNIVERSITY	8400	18900	...	7800	17430	...	7500	14700	...	6200	12600	...
BELMONT COLLEGE	10395	11340	...	8505	10395	...	7560	8505	...	7087	7560	...
*EAST TENNESSEE STATE UNIV	8400	18900	...	7800	17430	...	7500	14700	...	6200	12600	...
LANE COLLEGE	10000	...	...	9000	11000	...	8000	10000	...	7000	9000	...
*MEMPHIS STATE UNIVERSITY	8400	18900	...	7800	17430	...	7500	14700	...	6200	12600	...
*MIDDLE TENNESSEE STATE UNIV	8400	18900	...	7800	17430	...	7500	14700	...	6200	12600	...
SOUTHERN MISSIONARY COLLEGE	10600	11000	2	10100	10500	2	9200	10000	4	8200	9000	4
*TENNESSEE STATE UNIVERSITY	8400	18900	...	7800	17430	...	7500	14700	...	6200	12600	...
TENNESSEE WESLEYAN COLLEGE	10700	14500	...	9300	12500	...	8300	11200	...	7300	9000	...
TEXAS												
ABILENE CHRISTIAN COLLEGE	10800	11565	2	8460	9990	3	7425	9000	3	6525	7470	...
*ANGELO STATE UNIVERSITY	11430	16854	...	8550	14964	...	7902	14010	...	7236	11004	...
GULF COAST BIBLE COLLEGE	8160	9420	9	7760	9020	9	7160	8420	9	6600	7300	...
HOWARD PAYNE COLLEGE	9200	13600	...	8500	12300	...	7200	10900	...	6000	9100	...
HUSTON TILLOTSON COLLEGE	10000	16000	...	8500	13000	...	7500	10200	...	7000	9000	...
INCARNATE WORD COLLEGE	10700	13700	9	9700	12700	9	9000	10700	5	7700	9400	...
MARY HARDIN BAYLOR COLLEGE	10800	13500	...	9500	11500	...	8500	10200	...	7500	9800	...
*PAN AMERICAN UNIVERSITY	14760	17100	2	12240	14580	2	9900	12060	2	7380	9540	...
SOUTHWESTERN UNION COLLEGE	10152	10980	5	9468	10464	5	9096	9960	5	8196	9036	...
*STEPHEN F AUSTIN STATE UNIV	13000	17500	...	11500	15500	...	9000	12750	...	7200	10000	...
TEXAS COLLEGE	10000	14000	...	9000	11500	...	7200	9000	...	6300	7200	...
*WEST TEXAS STATE UNIVERSITY	14000	17625	...	11245	15730	...	8910	14736	...	7893	10350	...
UTAH												
VERMONT												
*CASTLETON STATE COLLEGE	10000	18000	...	9000	15000	...	8000	12500	...	7000	10000	...
*JOHNSON STATE COLLEGE	10000	18000	...	9000	15000	...	8000	12500	...	7000	10000	...
*LYNDON STATE COLLEGE	10000	18000	...	9000	15000	...	8000	12500	...	7000	10000	...
VIRGINIA												
EASTERN MENNONITE COLLEGE	7700	11175	...	7150	9925	...	6600	8700	...	6050	8075	...
EMORY AND HENRY COLLEGE	11000	15500	...	9700	13000	...	8200	11000	...	7000	9000	...
*MADISON COLLEGE	13700	16700	6	11300	13300	5	9400	11400	8	8500	9400	...
MARY BALDWIN COLLEGE	13000	15600	...	11300	13400	...	9000	12500	...	7500	10500	...
*MARY WASHINGTON COLLEGE	13200	16000	7	11200	13600	6	9400	10900	5	8200	9700	...

SALARIES SCHEDULED FOR FACULTY IN UNIVERSITIES AND COLLEGES, 1971-72

STATE AND INSTITUTION	PROFESSOR			ASSOCIATE PROFESSOR			ASSISTANT PROFESSOR			INSTRUCTOR		
	MINI-MUM	MAXI-MUM	INCR.	MINI-MUM	MAXI-MUM	INCR.	MINI-MUM	MAXI-MUM	INCR.	MINI-MUM	MAXI MUM	INCR.
* - PUBLIC INSTITUTION												
VIRGINIA												
RANDOLPH MACON WOMEN S COLL	11800	18600	...	11450	13600	...	8900	12500	...	7900	9300	...
SAINT PAUL S COLLEGE	11000	14000	6	9000	11000	4	8000	10000	3	7000	9000	4
*VIRGINIA MILITARY INSTITUTE	14900	17300	7	12600	15000	7	10600	12400	7	8600	10200	6
*VIRGINIA STATE COLLEGE	12900	18900	10	10200	14700	9	8400	11600	8	7400	9500	...
WASHINGTON												
*EASTERN WASHINGTON STATE COL	14000	19000	...	11500	16000	...	9000	13000	...	7500	10000	...
GONZAGA UNIVERSITY	12000	15700	...	10300	13500	...	8200	12000	...	7000	10000	...
SEATTLE PACIFIC COLLEGE	10684	12495	10	9125	11183	10	8033	9975	10	7350	8558	...
*WESTERN WASHINGTON ST COLL	14246	23769	9	11505	14715	7	9197	12319	8	7919	9533	5
WHITWORTH COLLEGE	12000	15300	10	9850	13150	11	8200	11350	15	7300	8050	5
WEST VIRGINIA												
*CONCORD COLLEGE	12000	17000	...	10000	14300	...	8500	12000	...	7200	9500	...
DAVIS AND ELKINS COLLEGE	10300	16000	...	8500	13000	...	7500	10600	...	6500	9000	...
*WEST LIBERTY STATE COLLEGE	12900	16600	...	9200	14000	...	8400	12000	...	8000	10300	...
WEST VIRGINIA WESLEYAN COLL	10000	15000	...	9000	12500	...	8000	12000	...	7000	9500	...
WISCONSIN												
BELOIT COLLEGE	14000	...	...	11000	14500	...	9500	12500	...	8000	10000	...
CARTHAGE COLLEGE	12800	17200	...	10100	14000	...	9000	12000	...	6000	9800	...
DOMINICAN COLLEGE	11000	...	...	10500	14800	...	8700	12000	...	7500	10000	...
LAKELAND COLLEGE	11500	17000	...	10500	13500	...	10000	12500	...	8000	10500	...
VITERBO COLLEGE	10850	16500	...	9550	14000	...	8200	11700	...	6850	9950	...
WYOMING												
CANAL ZONE												
PUERTO RICO												
CATHOLIC UNIV OF PUERTO RICO	8460	12150	5	7380	11025	5	5310	10080	5	4500	7830	...
INTER AM UNIV OF PUERTO RICO	11000	15500	5	8000	12500	5	6500	11000	5	5800	10300	...

EXAMPLES OF SALARY SCHEDULES

This section contains seven salary schedules, selected to complement those included in previous studies. The selection of the schedules does not imply endorsement or approval by the National Education Association or NEA Research. They have been chosen as examples because they contain provisions about salary placement and advancement which may be of interest to faculty and staff in institutions currently revising or updating their salary schedules. Where possible, information in the original documents not within the scope of this report has been deleted.

These seven institutions have granted NEA Research permission to reproduce their salary schedules. They are included for illustrative purposes only; therefore, identification has been deleted.

SALARY SCHEDULE OF A LARGE PUBLIC UNIVERSITY

REGULAR RANKS FACULTY

ACADEMIC YEAR (9-Months)

Title	Step	Normal period at step	Scale 7/1/70 Annual	Monthly
Instructor (1400)	. . .	. . .	$ 8,800	$ 733.33
Assistant Professor (1300)	I	2 years	10,200	850.00
	II	2 years	10,700	891.67
	III	2 years	11,400	950.00
	IV	2 years	12,200	1,016.67
	V	2 years[1]	13,000	1,083.33
	VI	2 years[1]	13,800	1,150.00
Associate Professor (1200)	I	2 years	13,100	1,091.67
	II	2 years	13,900	1,158.33
	III	2 years	14,800	1,233.33
	IV	3 years[2]	16,000	1,333.33
	V	3 years[2]	17,800	1,483.33
Professor (1100)	I	3 years	16,100	1,341.67
	II	3 years	17,900	1,491.67
	III	3 years	19,800	1,650.00
	IV	. . .	21,700	1,808.33
	V	. . .	23,700	1,975.00
	VI	. . .	25,700	2,141.67

[1]Refer to "Notes" II B for information concerning service at these steps.
[2]Refer to "Notes" II C for information concerning service at these steps.

REGULAR RANKS FACULTY
FISCAL YEAR (11-Months)

Title	Step	Normal period at step	Scale 7/1/70 Annual	Monthly
Instructor (1410)	. . .	. . .	$10,200	$ 850.00
Assistant Professor (1310)	I	2 years	11,800	983.33
	II	2 years	12,500	1,041.67
	III	2 years	13,300	1,108.33
	IV	2 years	14,200	1,183.33
	V	2 years[1]	15,100	1,258.33
	VI	2 years[1]	16,000	1,333.33
Associate Professor (1210)	I	2 years	15,200	1,266.67
	II	2 years	16,100	1,341.67
	III	2 years	17,100	1,425.00
	IV	3 years[2]	18,700	1,558.33
	V	3 years[2]	20,700	1,725.00
Professor (1110)	I	3 years	18,800	1,566.67
	II	3 years	20,800	1,733.33
	III	3 years	23,000	1,916.67
	IV	. . .	25,200	2,100.00
	V	. . .	27,500	2,291.67
	VI	. . .	29,800	2,483.33

[1]Refer to "Notes" II B for information concerning service at these steps.
[2]Refer to "Notes" II C for information concerning service at these steps.

REGULAR RANKS FACULTY
FISCAL YEAR (11-Months) CLINICAL

Title	Step	Normal period at step	Scale 7/1/70 Annual	Monthly
Assistant Professor (1320)	I	2 years	$12,900	$1,075.00
	II	2 years	13,900	1,158.33
	III	2 years	14,900	1,241.67
	IV	2 years	15,900	1,325.00
	V	2 years[1]	16,900	1,408.33
	VI	2 years[1]	17,900	1,491.67
Associate Professor (1220)	I	2 years	17,000	1,416.67
	II	2 years	18,000	1,500.00
	III	2 years	19,000	1,583.33
	IV	3 years[2]	20,200	1,683.33
	V	3 years[2]	21,600	1,800.00
Professor (1120)	I	3 years	20,300	1,691.67
	II	3 years	21,700	1,808.33
	III	3 years	23,200	1,933.33
	IV	. . .	25,200	2,100.00
	V	. . .	27,500	2,291.67
	VI	. . .	29,800	2,483.33

[1]Refer to "Notes" II B for information concerning service at these steps.
[2]Refer to "Notes" II C for information concerning service at these steps.

NOTES

I. Rank and Step

A. The "step" of an appointee is indicated by a Roman numeral after his rank—e.g., Assistant Professor, Step II, Associate Professor, Step II, Professor, Step V. The step is *not* part of the title or the rank. It is an indicator of the stage of advancement of the individual, and is used primarily to keep track of such advancement.

B. Years at rank and step for appointees are recorded in their individual salary history records as follows:

1. An academic year (9-months) appointee who has served two quarters in any fiscal year (July 1 through June 30) will receive one year's credit at rank and step.

2. An academic year (9-months) appointee who has served just one quarter in any fiscal year (July 1 through June 30) will not receive credit for that year at rank and step.

3. A fiscal year (11-months) appointee who is appointed during the period July 1 through December 31 will receive one year's credit at rank and step.

4. A fiscal year (11-months) appointee who is appointed during the period January 1 through June 30 will not receive credit for that year at rank and step.

II. Normal Periods of Service

A. *Instructor:* Service in the rank of Instructor is limited to 2 years.

B. *Assistant Professor:* Service in the rank of Assistant Professor is limited to 8 years. The normal period of service at a given salary level in the rank is two years. The first four steps and corresponding salary levels are for normal use. Steps V and VI may be used in exceptional situations and with proper justification. Service at Assistant Professor, Step V, will normally be in lieu of service at Associate Professor, Step I, for which the published salary is very nearly the same. Likewise, service at Assistant Professor, Step VI, will normally be in lieu of service at Associate Professor, Step II. In those instances of service at Assistant Professor, Step V, followed by service at Associate Professor, Step I, the normal period of combined service is 2 years. The same normal 2-year period of combined service applies when service at Assistant Professor, Step VI, is followed by service at Associate Professor, Step II.

C. *Associate Professor:* The normal total period of service in the rank of Associate Professor is 6 years. The normal period of service at any one of the first three steps of the rank is 2 years. Steps IV and V may be used in exceptional situations and with proper justification. Service at Associate Professor, Step IV, will normally be partly or entirely in lieu of service at Professor, Step I, for which the published salary is very nearly the same. Likewise, service at Associate Professor, Step V will normally be partly or entirely in lieu of service at Professor, Step II. The normal period of service at Associate Professor, Step IV is 3 years if such service is fully in lieu of service as Professor, Step I. In those instances of service at Associate Professor, Step IV, followed by service at Professor, Step I, the normal period of combined service is 3 years. The situation for Associate Professor, Step V and Professor, Step II is exactly analogous to that for Associate Professor, Step IV and Professor, Step II.

D. *Professor:* The normal period of service at step is 3 years in each of the first three steps. Advancement thereafter depends entirely on assessment of merit in each individual case. Service at Professor, Step IV, may be of indefinite duration. Advancement to Professor, Step V, calls for more than normally meritorious service, and will not occur after less than 3 years at Step IV, except in unusual cases. Service at Professor, Step V, may be of indefinite duration. Advancement to

Professor, Step VI, calls for great distinction and highly meritorious service, and will not occur after less than 3 years at Step V, except in very strongly justified cases. Service at Professor, Step VI, will in most cases be of indefinite duration. Advancement to an above-scale salary is reserved for scholars and teachers of the highest distinction, whose work has been internationally recognized and acclaimed. Except in rare and compelling cases advancement to an above-scale salary will not occur after less than 3 years at Step VI. Moreover, mere length of service and routine good performance at Step VI is not a justification for a further salary advance. There must be demonstration of additonal merit and distinction beyond the performance on which advance to Step VI was based.

III. Off-Scale Salaries

When an appointee is placed at an off-scale salary, he must (unless advanced to an above-scale salary) be returned to an on-scale salary not later than on the occasion of his second subsequent advance in salary through merit increase or promotion, *unless the Chancellor specifically authorizes an exception.* For specific guidelines for use of off-scale salaries please refer to the "Policy regarding off-scale appointments and advancements."

INSTRUCTIONAL ASSISTANTS

Title	Scale 7/1/70 Annual	Monthly	Hourly or quarterly
Reader (2850)			
Holder of the baccalaureate degree			$ 2.74
Undergraduate students			2.60
Teaching assistant (2310)	$3,447[1]	383.00	1,149.00
Orchestra Assistant (2320)	3,447[1]	383.00	1,149.00
Physical activities Assistant (2330)	3,447[1]	383.00	1,149.00
Teaching fellow (2300)	4,158[1]	462.00	1,386.00

SALARY SCHEDULE OF A STATE-WIDE SYSTEM OF COLLEGES AND UNIVERSITIES

University Salary Schedule

The following Salary Schedule for Colleges under the jurisdiction of the State Board of Education is recommended by the Department of Higher Education of the [State] Teachers Association:

1. The upper and lower limits on rates of compensation for college teaching on a nine-month college-year basis in each of the several academic ranks shall be as follows:

Instructor with Master's Degree	—$6,500-$10,000
Assistant Professor	—$8,000-$14,000
Associate Professor	—$9,000-$15,000
Professor	—$10,000-$18,000

2. Initial appointments shall be made at any point within the limits set in Paragraphs 1, 4, and 5.

3. A person who has earned one year (twenty-four semester hours) of graduate credit in his teaching field or work leading to a higher degree in his major field, after having completed the requirements for the master's degree, shall be paid $400 above the salary to which he is entitled by his rank and his current salary, and for two years (forty-eight semester hours) he shall be paid $800.

4. A person who has earned the doctor's degree shall be paid $1,500 (i.e., $700 above the maximum amount provided for in paragraph 3) above the salary to which he is entitled by his rank and his current salary.

5. An individual's salary may not be increased above the maximum for his rank as shown in Paragraph 1 above, except as required by the implementation of Paragraphs 3 and 4.

6. The Summer School Salary Schedule will be one-fourth (¼) of the nine-months salary.

Faculty Rank, Evaluation, Promotion in Institutions Under Control of State Board of Education

a) The Board gives college presidents the right to evaluate members of their faculties and the right to recommend them for promotion. (846: 11: 6-14-57)

b) Special care must be exercised in assigning faculty ranks to new appointees and in making promotions in rank from year to year. The following table provides guidelines and limitations on assignments of ranks within each institution:

Academic Rank	Range	Percentage Not to Exceed
Professor	30-35%	35
Associate	25-30%	65
Assistant	20-25%	85
Instructor	15-20%	

Under normal conditions it is anticipated that the percentages of faculty members by rank will fall within the ranges listed under Column 2. Faculty appointments or promotions in rank may not be made which increase the percentage of full professors beyond 35%; associate and full professors, in excess of 65%; or assistant professors, associate professors, and full professors, in excess of 85%. Any proposed appointment or promotion in excess of these percentages will require special Board approval.

Each institution is expected to establish a policy setting criteria for faculty promotions. The policy statement should contemplate that very few, it any, persons be promoted to the rank of full professor who do not hold the doctor's degree. (948: 6 and 33; 7-25-61)

SALARY SCHEDULE OF AN INDEPENDENT, NONPROFIT UNIVERSITY

[NAME OF INSTITUTION]

FACULTY PROMOTION
Criteria

Promotion should be based on the value of the faculty member to the University considered in the light of the following criteria. Good teaching effectiveness is expected of all faculty, and notable performance in at least two of the other four criteria should be evidenced. The promotion of a faculty member from a given rank to the next higher rank should in no case be considered as automatic, based on longevity alone.

1. *GOOD TEACHING EFFECTIVENESS*

   Demonstrated ability to stimulate the intellectual curiosity and growth of the student in lecturing, leading discussion and equitably evaluating student achievement.

2. *SERVICE TO THE INSTITUTION*

   Exceptional services on faculty or administrative committees; acceptance and fulfillment of special assignments from the faculty organization or the administration; and services rendered to student organizations and individual students.

3. *COMMUNITY SERVICES*

   Services to the government, cultural or business community evidencing knowledge gained by research or experience and reflecting credit upon the individual and the institution; activities that contribute to the enhancement of the standing of the University in the nature of speaking and lecturing engagements and participation in the activities of professional and community organizations.

4. *MASTERY OF SUBJECT*

   Broad and demonstrated command of one's teaching subject and its interrelationships with other associated fields of learning; growth within the discipline.

5. *SCHOLARLY ACTIVITY*

   Productive activity in research, publications or other recognized media related to the discipline of the individual; advanced degrees or evidence of continuous progress toward the earning of advanced degrees; participation in programs and projects designed to promote scholarship.

Additional Requirements for Respective Ranks

In addition to the above general criteria to be considered in determining eligibility of a faculty member for promotion, the following additional requirements must be met for promotion to the respective rank:

(a) Assistant Professor—master's degree; completion of 24 semester hours toward doctorate desirable; two years of college teaching experience if the candidate has a doctoral degree, otherwise three years of such experience.

(b) Associate Professor—doctoral degree, or equivalent academic stature; three years of college teaching experience if the candidate has a doctoral degree, otherwise five years of such experience.

(c) Professor—doctoral degree, or equivalent academic stature; eight years of teaching experience, at least five of which be at the college level; significant contribution to the advancement of the University in academic, administrative and professional services.

While the above criteria and requirements for promotion are to be considered in determining the rank to which new faculty members are appointed, it is not intended that they be applied to initial appointments with the same force and effect as for promotions.

Procedure

Promotion in professional rank may be initiated by Department Heads, Deans, or the President. Recommendations for promotion in professional rank involving Department Heads shall be initiated by the Deans or the President.

A Promotions Advisory Committee shall be elected by the faculty of each the College of Liberal Arts and the School of Business, Industry and Management. The Committee for each the College and the School shall consist of five members elected for a term of two years. Whenever possible, the Committee should include only those holding the ranks of professor or associate professor, at least three of whom should be professors, and not more than one member from any department at a time. Deans who hold academic rank shall not be eligible for election to the Committee.

The Promotions Advisory Committee acting for the College or the School of which an individual being considered for promotion is a faculty member may be consulted by the Department Head, Dean or the President who has the matter of that individual's promotion under consideration.

A faculty member who believes that he meets the requirements for promotion in rank and who did not receive one may ask the Promotions Advisory Committee of the College or School of which he is a faculty member to review his case, presenting to the Committee such evidence of his achievements as he may wish. The appealing faculty member's Department Head, if a member of the Promotions Advisory Committee, must remove himself from the Committee for the consideration of that particular case. If the Committee determines that the appealing faculty member is deserving of promotion, it shall consult first with the Department Head and Dean concerned, and ultimately, if no agreement is reached for or against promotion of the faculty member in question, with the President of the University.

Promotions shall be made upon the recommendation of the President and approval of the Board of Trustees.

APPROVED by the
Board of Trustees of the [Name of Institution]
January 14, 1970,
"as a working policy, with the understanding that the faculty will be given an opportunity to make additional suggestions if any are advisable."

(Revision of "Teaching Personnel Policies" adopted by the Faculty on January 4, 1969, as prepared by an ad hoc committee appointed by the President and as recommended by the Committee on Academic and Faculty Affairs of the Board of Trustees)

[NAME OF INSTITUTION]

FACULTY SALARY SCALE

Effective September 1, 1968

Rank	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
Instructor	$ 7,000	$ 7,350	$ 7,700	$ 8,050	$ 8,400	$ 8,750	$ 9,100	...	...	...	...	...
Asst. Prof.	8,000	8,400	8,800	9,200	9,600	10,000	10,400	$10,800	$11,200	$11,600	...	...
Assoc. Prof.	9,500	9,975	10,450	10,925	11,400	11,875	12,350	12,825	13,300	13,775	...	...
Professor	10,500	11,025	11,550	12,075	12,600	13,125	13,650	14,175	14,700	15,225	$15,750	$15,950

[NAME OF INSTITUTION]

SALARY SCALE FOR *LAW SCHOOL FACULTY*

WHEREAS, The employment of full-time faculty members in the School of Law necessitates the establishment of a salary scale for these individuals; and WHEREAS, The scale for the Law School faculty must be based on the requirements of the American Bar Association, if the University expects to apply for such accreditation; now, therefore, be it

RESOLVED, That the Board of Trustees does hereby adopt the following salary scale for members of the full-time faculty of the School of Law of the [Name of Institution], effective September 1, 1970:

Rank	Step 1 (Minimum)	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8 (Maximum)
Instructor	$ 9,000	$ 9,450	$ 9,900	$10,350	$10,800	$11,250	$11,700	$12,150
Asst. Prof.	11,000	11,550	12,100	12,650	13,200	13,750	14,300	14,850
Assoc. Prof.	13,000	13,650	14,300	14,950	15,600	16,250	16,900	17,550
Professor	14,000	14,700	15,400	16,100	16,800	17,500	18,200	18,900

and be it further

RESOLVED, That the policies governing the above salaries are, in general, the same as those for members of the College of Liberal Acts and the School of Business, Industry, and Management, as adopted by the Board on April 21, 1965, and revised on January 12, 1966, and April 17, 1968; and be it further RESOLVED, That, in addition, when justified, an increment would not necessarily be held to one step of five percent, although approval of the Board would be necessary before an increase of more than one step could be awarded to any faculty member at any one time; and be it further RESOLVED, That the following requirements for rank shall be in effect:

Instructor Baccalaureate and first law degree required: Master of Arts or Science desirable: evidence of good teaching potential, but teaching experience not required.

Assistant Professor—Baccalaureate, first law and Master of Laws degrees required, except that professional experience may be acceptable in lieu of master's degree; prior teaching experience required, except that professional stature and experience may be acceptable in lieu of teaching experience.

Associate Professor—Baccalaureate, first law and Master of Laws degrees required; substantial law teaching experience may be acceptable in lieu of master's degree; professional stature and experience, teaching or otherwise.

Professor—Baccalaureate, first law and Master of Laws degrees required; law doctorate (J.S.D.) desirable; prior law teaching experience required; professional stature, teaching or otherwise.

SALARY SCHEDULE OF A DENOMINATIONAL COLLEGE ENROLLING 300 STUDENTS

Sections deleted:
Faculty Hiring and Recruiting
Faculty Contracts

Faculty Rank

I. The qualifications for academic rank

1. Professor
   a. Must have attained the third educational level.
   b. Must have had at least eight years of college teaching experience.

c. Must have demonstrated success as a teacher.

d. Must have a positive testimony of a personal Christian experience and be in sympathy with the standards of conduct and teaching of [Name of Institution].

e. Must have demonstrated marked ability in five or more of the following lines:

1) Effective student counseling.
2) Wholesome spiritual influence and leadership.
3) Effectiveness as a public speaker
4) Recognized scholarly writings and research
5) Efficient college administration
6) Initiative and creative ability
7) Outstanding contribution in a curricular field
8) Outstanding contribution in an extra-curricular field.

f. Shall have had at least one year of teaching or other experience on the campus of [Name of Institution]. This means that no person shall be hired (full-time) shall carry the full Professor rank.

2. Associate Professor

a. Must have attained the second educational level.

b. Must have had at least six years of college teaching experience. This requirement may be waived for one with an earned doctorate.

c. Must have demonstrated success as a teacher.

d. Must have a positive testimony of a personal Christian experience and be in sympathy with the standards of conduct and teachings of [Name of Institution].

e. Must have demonstrated marked ability in four or more of the lines of activity under 1, e, above.

3. Assistant Professor

a. Must have attained the first educational level.

b. Must have had at least one year of teaching expreience on the college level. This requirement may be waived for one with an earned doctorate.

c. Must have demonstrated success as a teacher.

d. Must have a positive testimony of a personal Christian experience and be in sympathy with the standards of conduct and teaching of [Name of Institution].

e. Must have demonstrated marked ability in three or more of the activities listed under 1, e. above.

4. Instructor

a. Must have attained the first educational level.

b. Must show promise of becoming a successful teacher.

c. Must have a positive testimony of a personal Christian experience and be in sympathy with the standards of conduct and teachings of [Name of Institution].

d. Must give promise of excelling in two or more of the activities lsited under 1, e, above.

e. Persons who are new in teaching may be assigned as assistants to Professors or Associate Professors, or may be given classes and assigned to the supervision of a Professor or associate Professor.

II. Granting Faculty Rank

The ranks of Professor, Associate Professor, and Assistant Professor, shall be granted by the Board of Trustees in the contract, upon the recommendation of the President. The recommendation of the President shall be guided by the Academic Vice-President and the Faculty Affairs Committee. Faculty rank shall be limited to those persons serving the College full-time.

III. Definition of Educational Levels

1. First Educational level

a. Bachelor's degree plus Master's degree
b. Bachelor's degree plus Bachelor of Divinity

2. Second educational level
   a. Bachelor's degree plus Master's plus sixty hours at the Doctoral Level.
   b. Bachelor's degree plus Bachelor of Divinity plus thirty hours at the Doctoral Level.

3. Third Educational Level
   a. Bachelor's degree plus Master's degree plus earned Doctorate.
   b. Bachelor's degree plus Bachelor of Divinity plus earned Doctorate.

Sections Deleted:
Tenure
Faculty Dismissals
Faculty Retirement
Faculty Resignation

Salary Policies

1. *Salary goal.* [Name of Institution] shall be committed to attain the goal of an average salary for all ranks combined to be approximately equal to the average salary for all ranks combined for private church-related colleges of comparable size.

2. *Salary Schedules.* The salary for each individual shall be determined by four basic factors: rank, educational level, experience, and merit. The academic rank determines the base salary. Each year the base shall be reviewed considering the salary goal, the cost of living, and the availability of funds.

a. Within each rank, the following educational levels shall be adhered to: Bachelor's degree, Master's degree or equivalent graduate degree, Master's degree plus 30 graduate hours, Doctoral candidate with 60 graduate hours, and earned doctorate.

b. Experience increments shall be allowed for each year of prior teaching or related experience. Experience shall be determined as follows:

1) Full value for teaching at [Name of Institution].

2) For teaching experience other than [Initials of Institution], value will be figured as follows: full value up to five years, and on a 1 to 3 years thereafter up to ten years.

3) Indirectly related experience, as approved by the Academic Vice-President will be figured on a 1 to 2 ratio up to five years.

c. Merit units shall be added to the base salary and experience increments on the following basis:

Distinguished teaching	3 to 5 units
Scholarly research and writing	1 to 4 units
Special contribution to the total program of the College	1 to 4 units
Critical area of employment	1 to 4 units

All merit units shall be awarded annually by recommendation of the Faculty Affairs Committee, the Academic Vice-President, and the President, and then approved by the Board. The individual limit per year shall be six units. The all-college limit per year shall be two times the number of full-time teacher equivalent. Each merit unit shall be worth one-sixth of the increment between academic ranks.

3. *Part-time schedule.* Part-time and summer school teaching and teaching of more than 30 semester hours per academic year, shall be compensated according to the following schedule:

Bachelor's degree	$100 per semester hour
Master's degree	150 per semester hour
Earned Doctorate	200 per semester hour

4. *Summer Courses.* Summer instruction will be compensated at the part-time rate. Should a teacher, at the suggestion of the Academic Vice-President, decide to instruct a summer class that does not enroll a minimum number of students, he will receive one-half of the tuition up to the point where he receives part-time compensation.

5. *Overloads.* Full salaries will be paid to faculty who are carrying an instructional load of 12 to 16 semester hours in excess of 30 hours annually.

Sections Deleted:
Sick Leave
1969-70 Base Pay Schedule

PROPOSED SALARY SCHEDULE AND DEVELOPMENT PROGRAM
SALARY SCHEDULE 1971-72

Years	Assistant Instructor	Instructor	Assistant Professor	Associate Professor	Professor
1	$5,625	$6,600	$7,160	$7,760	$8,160
2	5,750	6,740	7,300	7,900	8,300
3	5,875	6,880	7,440	8,040	8,440
4	6,000	7,020	7,580	8,180	8,580
5		7,160	7,720	8,320	8,720
6		7,300	7,860	8,460	8,860
7			8,000	8,600	9,000
8			8,140	8,740	9,140
9			8,280	8,880	9,280
10			8,420	9,020	9,420
			Ten-year limit 1971-72		
DEVELOPMENT OF SALARY PLAN					
72-73 Raises	500	925	925	925	925
73-74 Raises	400	925	925	925	925
74-75 Raises	300	950	950	950	950
TOP	$7,200	$9,580	$10,800	$11,400	$11,800

SALARY SCHEDULE OF A DENOMINATIONAL COLLEGE ENROLLING 1,500 STUDENTS

[NAME AND ADDRESS OF THE INSTITUTION]

REFERENCE PART I, ITEM 10

The Teachers Committee

The Teachers Committee consists of the President, the Dean of the College, and one faculty member selected by the faculty for a three-year period.

Duties: To consider recommendations regarding the appointment, promotion, demotion, or dismissal of faculty members. (Final recommendations, however, are made to the Board of Trustees by the President of the College.)

REFERENCE PART V

Faculty Salary Scale
(Adopted October, 1971)

Professor	-	$14,000-$19,000
Associate Professor	-	11,500- 16,000
Assistant Professor	-	9,000- 13,000
Instructor	-	7,500- 10,000

FACULTY RANK, PROMOTION, AND TENURE

Lecturer. The classification of lecturer shall be used for those persons who are employed for special part-time teaching assignments or for special full-time assignments of temporary or limited duration.

Instructor. The minimum academic qualification for the instructor's rank shall be the master's degree or its equivalent. After three to five years of successful teaching experience*, an instructor shall be considered for promotion to the assistant professor's rank. The instructor who enters employment at [Name of Institution] with the Ph.D. degree may be considered for promotion at the completion of one year of successful teaching.

Assistant Professor. The assistant professor shall have attained, as the minimum academic qualification, the master's degree plus additional approved graduate work beyond the master's degree level. After three to five years of successful teaching experience at this rank, the assistant professor shall be considered for promotion.

Associate Professor. The associate professor shall have attained, as a minimum academic qualification, the master's degree plus one year of approved graduate work beyond the master's degree level. Five to seven years of successful teaching at this rank shall qualify the associate professor for consideration for promotion. It is assumed that only the definitely superior teachers will move above this rank.

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*The term "successful teaching experience" as used throughout this statement should be interpreted broadly. It is meant to include all essential criteria of effective teaching and to indicate the importance of an increasing competence in classroom instruction. "Successful teaching experience" at the associate professor's rank will therefore be judged by higher standards of accomplishment than it would be at the instructor's level. The effectiveness of classroom instruction is the basic criterion for promotion in rank at [Name of Institution]. Characteristics which are essential requisites for any effective teacher include such things as high quality of scholarship, intellectual integrity, professional alertness, well-rounded intellectual training, ability to stimulate intellectual curiosity, a willingness to consider suggestions and to cooperate in all phases of the instructional program, an eagerness to study and adopt improved methods of teaching and working with students. While the demonstration of superior ability in research, student counseling, and committee service will be weighed less heavily than teaching effectiveness among the criteria for promotion, these achievements are considered highly desirable attributes of the successful teacher, and will be regarded favorably in the evaluation process.

Professor. The doctor's degree or its equivalent as recognized by the accrediting agency is, in most instances, considered essential for the attainment of the rank of professor. The College recognizes, however, that there are certain fields in its educational program where other evidence of successful study and experience may be more relevant than the attainment of a Ph.D. degree.

Modifications in Promotional Procedure. A variation in the above schedule may be made for those carrying important administrative responsibilities. Promotion in less time than suggested in any of the ranks shall be based upon evidence that the candidate is exceptionally outstanding in qualifications as compared with others in that rank. When promotion to the rank of assistant or associate professor is delayed for a time greater than that suggested above, the candidate should give serious consideration to his own personal and professional qualifications.

Tenure. Five years of successful teaching experience at [Name of Institution], or promotion in rank to associate professor or professor after at least three years of employment, shall qualify a person for permanent tenure. Persons employed with the rank of professor shall be considered for permanent tenure upon the completion of three years of successful teaching experience. Permanent tenure is interpreted to mean that the employment of the teacher is continuous from year to year. Dismissal of a teacher on permanent tenure shall be made only on the grounds of immorality, negligence to duty or professsional incompetence, insubordination, or necessary reduction in staff. Any teacher who is judged professionally incompetent or negligent to duty shall be given notice to that effect in writing by the President of the College. If he should receive two such notices over a period of two successive years, his tenure contract shall be void. Any teacher shall have the right of interview with the President of the College for purposes of clarification of issues with reference to his case, and he may, if desires, appeal thereafter to the Executive Committee of the Board of Trustees for a hearing.

SALARY SCHEDULE OF A DENOMINATIONAL COLLEGE ENROLLING 1,600 STUDENTS

[NAME OF INSTITUTION]

SALARY PLAN
SALARY INCREMENTS

PROFESSOR	1	2	3	4	5	6	7	8	9	10	11	12	13	14
	8,200	8,500	8,900	9,300	9,700	10,100	10,500	10,900	11,400	11,900	12,400	12,900	13,500	14,100
	15	16	17	18	19	20	21	22	23	24	25	26	27	
	14,700	15,300	16,000	16,700	17,400	18,100	18,900	19,700	20,500	21,300	22,100	22,900	23,800	
ASSOCIATE PROFESSOR	1	2	3	4	5	6	7	8	9	10	11	12	13	14
	8,100	8,400	8,700	9,000	9,400	9,700	10,100	10,500	10,900	11,300	11,700	12,100	12,600	13,000
	15	16	17	18	19	20	21	22	23	24	25	26	27	
	13,500	14,000	14,500	15,000	15,500	16,000	16,600	17,200	17,800	18,500	19,100	19,800	20,500	
ASSISTANT PROFESSOR	1	2	3	4	5	6	7	8	9	10	11	12	13	14
	7,800	8,000	8,200	8,400	8,700	8,900	9,200	9,400	9,800	10,100	10,400	10,700	11,100	11,400
	15	16	17	18	19	20	21	22	23	24	25	26	27	
	11,800	12,200	12,600	13,000	13,400	13,800	14,300	14,700	15,200	15,700	16,200	16,800	17,300	
INSTRUCTOR	1	2	3	4	5	6	7	8	9	10	11	12	13	14
	7,300	7,500	7,700	7,900	8,100	8,300	8,500	8,700	9,000	9,200	9,500	9,700	10,000	10,200
	15	16	17	18	19	20	21	22	23	24	25	26	27	
	10,500	10,700	11,000	11,200	11,600	11,900	12,200	12,500	12,800	13,100	13,500	13,800	14,200	

[Name of Institution] has adopted a plan containing 108 increments. The plan is based upon merit. A faculty member is automatically entitled to the salary at the next two increments for his rank for the following year unless he fails to merit his increase in the opinion of his department chairman, the Academic Dean, and the President. In the case of a faculty member who is adjudged to be giving less than fully satisfactory service, the department chairman and the Dean may recommend to the President that the two increment increase in the salary plan be withheld until the faculty member's service is regarded as being fully satisfactory. In such cases, the faculty member shall normally receive at least one increment increase. In the case of unsatisfactory service, all increases may be withheld.

In the case of a faculty member who shall be adjudged to have attained his maximum value to the College program, his salary shall be regarded as "frozen." Any adjustment for such a faculty member will be individually adjudicated by the Budget Committee upon the recommendation of the department chairman.

In the case of extraordinary merit for outstanding service, a faculty member may be recommended for more than a two increment increase.

When a faculty member is promoted to a higher rank, his increase shall be to the nearest next higher salary increment in the new rank.

The [Name of Institution] Salary Plan will remain in effect until such time as the economy, in the judgment of the Board of Regents, requires a revision. Either a leveling or a recession in the economy will be reflected in the new salary plan. The Board of Regents annually reviews and approves the salary plan.

SALARY SCHEDULE OF A DENOMINATIONAL COLLEGE ENROLLING 3,400 STUDENTS

THE [NAME OF INSTITUTION]
FLEXIBLE BASE SALARY PLAN
1971-1972

The heart of the [Name of Institution] Salary Plan is the flexible base. The salary for all instructional ranks is related to this annually-established base by means of 5% increments (steps) of this base. The base is the salary paid for Step 1 of the Instructor rank. When the base is changed, the salaries within all the ranks are adjusted proportionally. For example: Step 7 of the Professor rank pays 190% of base; hence, if the base (Step 1 of Instructor) is increased $100, the salary for Step 7 of Professor is increased $190. Thus the relative value of the various steps is always maintained. The complete schedule is attached.

The base was originally conceived of as a reasonable wage for one qualified by academic training, but without experience, to begin his career as a college teacher. The base has been, and will continue to be, reviewed annually in the light of current economic conditions, [Name of city in which college is located] living costs, the trend of professional wages generally, and the level of teachers' salaries paid at other educational institutions. The base for 1971-72 is $7,800.

The terms of appointment, as recommended by the President and confirmed by the Board of Trustees, indicate the rank and step to which an appointee is assigned for his first year. From this point, contingent upon acceptable service, the person shall advance one salary step per year until he reaches the ceiling for which he is eligible by reason of rank. In each instance this advance in step must be recommended by the College President and approved by the Board of Trustees.

There is an overlap of several steps between ranks. Consequently, when a person is appointed to the next higher rank, he shall be assigned to the step which has a 5% higher value than the ceiling of his previous rank. For example, a person promoted from Instructor Step 6 to Assistant Professor shall proceed immediately to Assistant Professor Step 3.

Certain minimum salary provisions have been added to the schedule, as indicated on the bottom of the attached sheet.

SCHEDULE	% of Base	1971-72 Salary (Base $7,800)
ASSISTANT		
Step 1	85%	6,630
Step 2	90%	7,020
Step 3	95%	7,410
INSTRUCTOR AND ASSISTANT INSTRUCTOR		
Step 1	100%	7,800
Step 2	105%	8,190
Step 3	110%	8,580
Step 4	115%	8,970
Step 5	120%	9,360
Step 6	125%	9,750
ASSISTANT PROFESSOR		
Step 1	120%	9,360
Step 2	125%	9,750
Step 3	130%	10,140
Step 4	135%	10,530
Step 5	140%	10,920
Step 6 (normal ceiling—mark time for 3 years)	145%	11,310
Step 7	150%	11,700
Step 8 (24 s. hrs. or more beyond A.M.—mark time for 2 yrs.)	155%	12,090
Step 9 (48 s. hrs. or more or double A.M. degree)	160%	12,480
Step 10 (60 s. hrs. or more beyond A.M.)	165%	12,870

ASSOCIATE PROFESSOR		
Step 1	140%	10,920
Step 2	145%	11,310
Step 3	150%	11,700
Step 4	155%	12,090
Step 5 (normal ceiling)	160%	12,480
Step 6	165%	12,870
Step 7 (Th. M. or for those having completed all doctoral degree requirements except dissertation or for those holding highest degree in applied arts)	170%	13,260
PROFESSOR		
Step 1	160%	12,480
Step 2	165%	12,870
Step 3	170%	13,260
Step 4	175%	13,650
Step 5	180%	14,040
Step 6	185%	14,430
Step 7	190%	14,820
Step 8	195%	15,210
Step 9	200%	15,600

Minimum Salary Provisions: In no case shall a married person receive less than base salary. In no case shall a married person with one dependent child receive less than base salary plus $200; with two dependent children, less than base plus $600; with three dependent children, less than base plus $800; and with four dependent children, less than base plus $1,000. Anyone, regardless of where he is in the salary schedule, with more than four dependent children, is entitled to an extra payment of $200 for each dependent child beyond the fourth. This dependency consideration shall be based on the number of dependent children as of September 1 of each year (the beginning of the fiscal year).

REVISED SALARY SCHEDULE REGULATIONS FOR ASSISTANT PROFESSORS

For All Assistant Professors in Steps 6, 7, 8, and 9 of the Salary Schedule

The new regulations will permit most Assistant Professors who have reached salary ceilings in steps 6, 7, and 8 to advance to step 9. Those having most graduate work will advance at a faster pace than those without.

1. Assistant Professors having no graduate work beyond the A.M. degree will mark time for three years in step 6 (actually, therefore, four years in that step, the first year not being one of marking time), before advancing one step at a time to step 9.

2. Those having 24 semester hours, but less than 48 semester hours, of graduate work beyond the A.M. degree may advance to step 8, where they will mark time for two years before advancing to step 9 (actually, therefore, three years in that step, the first year not being one of marking time).

3. Step 9 will be the new ceiling for those having 48 semester hours of graduate work beyond the A.M. degree or holding a double master's degree and for those who qualify under 1 and 2 above.

4. Step 10 is a new and added step for those who have completed 60 semester hours of graduate work—that is, all course work for the doctoral degree, but not the languages (or substitute), qualifying or preliminary examinations, and dissertation.

It will be the responsibility of all Assistant Professors who qualify under these regulations to notify the President by March 1 of each year what his or her status will be for the following year. No claims for back payment may be made if an error arises owing to the professor's failure to notify the administration of his qualifying status.